



This is a digital copy of a book that was preserved for generations on library shelves before it was carefully scanned by Google as part of a project to make the world's books discoverable online.

It has survived long enough for the copyright to expire and the book to enter the public domain. A public domain book is one that was never subject to copyright or whose legal copyright term has expired. Whether a book is in the public domain may vary country to country. Public domain books are our gateways to the past, representing a wealth of history, culture and knowledge that's often difficult to discover.

Marks, notations and other marginalia present in the original volume will appear in this file - a reminder of this book's long journey from the publisher to a library and finally to you.

Usage guidelines

Google is proud to partner with libraries to digitize public domain materials and make them widely accessible. Public domain books belong to the public and we are merely their custodians. Nevertheless, this work is expensive, so in order to keep providing this resource, we have taken steps to prevent abuse by commercial parties, including placing technical restrictions on automated querying.

We also ask that you:

- + *Make non-commercial use of the files* We designed Google Book Search for use by individuals, and we request that you use these files for personal, non-commercial purposes.
- + *Refrain from automated querying* Do not send automated queries of any sort to Google's system: If you are conducting research on machine translation, optical character recognition or other areas where access to a large amount of text is helpful, please contact us. We encourage the use of public domain materials for these purposes and may be able to help.
- + *Maintain attribution* The Google "watermark" you see on each file is essential for informing people about this project and helping them find additional materials through Google Book Search. Please do not remove it.
- + *Keep it legal* Whatever your use, remember that you are responsible for ensuring that what you are doing is legal. Do not assume that just because we believe a book is in the public domain for users in the United States, that the work is also in the public domain for users in other countries. Whether a book is still in copyright varies from country to country, and we can't offer guidance on whether any specific use of any specific book is allowed. Please do not assume that a book's appearance in Google Book Search means it can be used in any manner anywhere in the world. Copyright infringement liability can be quite severe.

About Google Book Search

Google's mission is to organize the world's information and to make it universally accessible and useful. Google Book Search helps readers discover the world's books while helping authors and publishers reach new audiences. You can search through the full text of this book on the web at <http://books.google.com/>

LA

638

B3A3

UC-NRLF



\$B 66 185

YC 56128



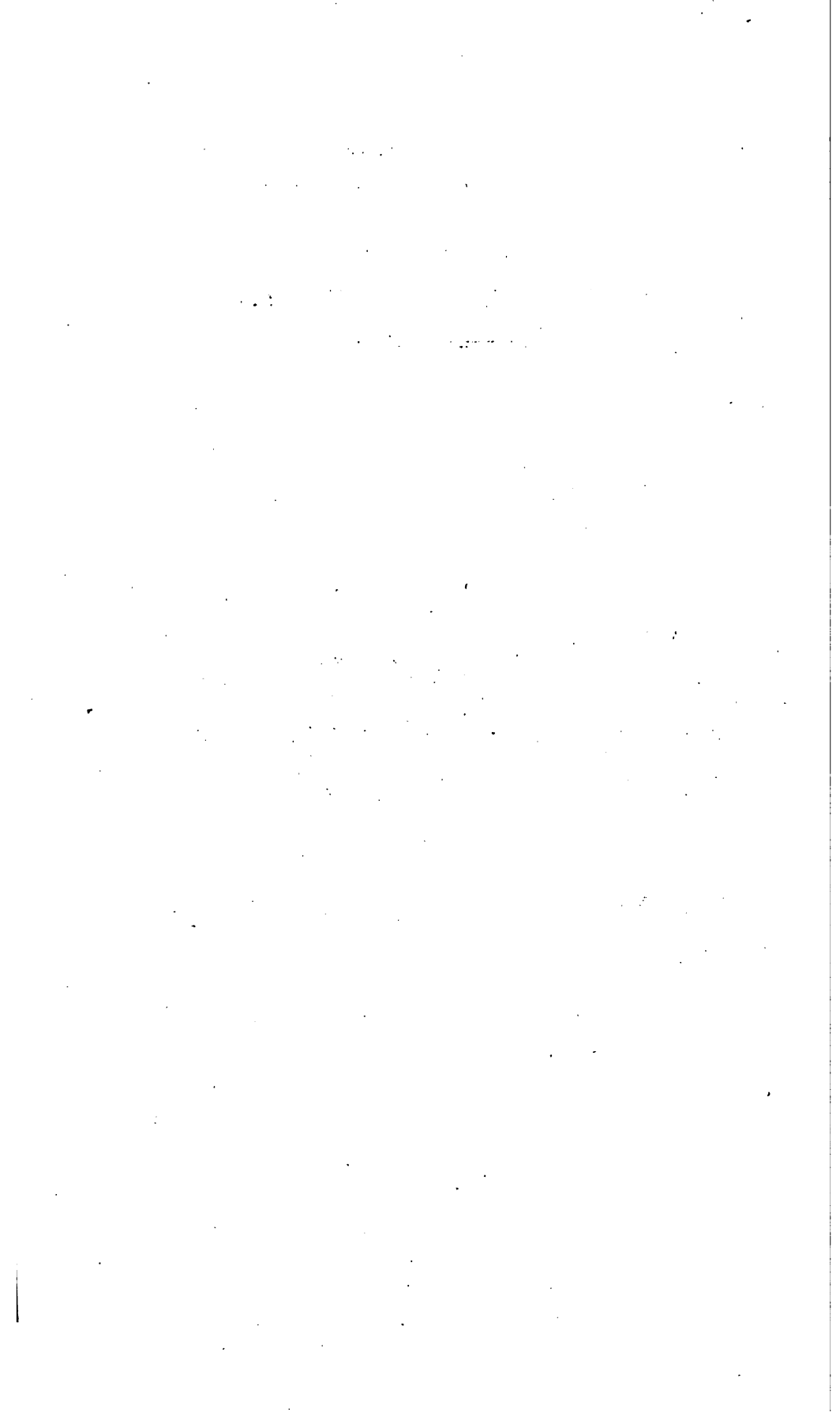
EX LIBRIS

BEDFORDSHIRE COUNTY COUNCIL.

EDUCATION COMMITTEE.

EDUCATION ACT, 1918.

**Scheme for the Progressive Development
and Comprehensive Organization of
Education within the Area, submitted
in accordance with the provisions of
Section I. of the Education Act, 1918.**



Bedfordshire County Council.

EDUCATION COMMITTEE.

Scheme for the Progressive Development
and Comprehensive Organization of
Education within the Area, submitted
in accordance with the provisions of
Section I. of the Education Act, 1918.

LEEDS:

E. J. ARNOLD & SON, LTD.

1920

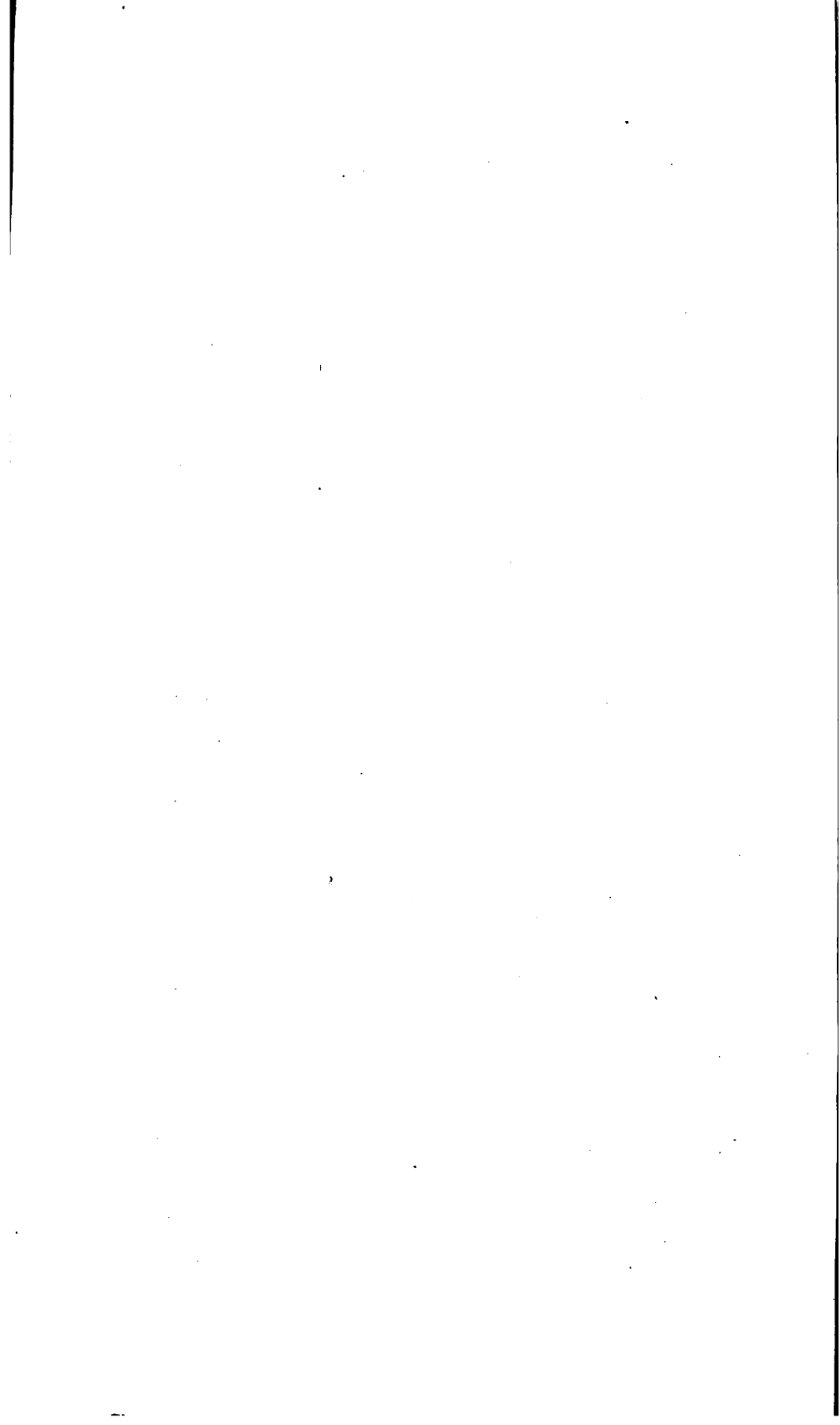
LA638

E3A3

70 VMD
AUBORUAC

ARRANGEMENT OF SCHEME.

	PAGE
INTRODUCTION	5—19
General Survey	5
Existing Educational Provision	6
Additional Provision considered necessary	13
Statistical Information	15
Administrative Arrangements	16
I.—ELEMENTARY EDUCATION	20—28
Proposed Organization	20
Teaching Service	21
Accommodation and Equipment	22
School Attendance	24
Children in Exceptional Circumstances	25
Employment of School Children	25
School Medical Service	25
Special Schools	27
Provision of Meals	27
Physical Training	27
Nursery Schools	28
School Terms	28
II.—CO-ORDINATION OF SCHOOLS OF DIFFERENT GRADES	29
III.—SECONDARY SCHOOLS	30—36
Proposed Organization	30
Administration	33
IV.—CONTINUATION SCHOOLS	37—41
Continuation Schools on a Voluntary Basis	37
Organization of Statutory Continuation Schools	37
Accommodation and Equipment	41
Teaching Staff	41
V.—FURTHER EDUCATION	42—43
Junior Full-Time Courses	42
Senior Part-Time Courses	42
Tutorial Classes, etc.	43
Special Courses	43
Libraries	43
VI.—SOCIAL AND PHYSICAL TRAINING	44
VII.—MEDICAL INSPECTION OF OLDER SCHOLARS	44
VIII.—SUPPLY, EDUCATION, AND TRAINING OF TEACHERS	45—48
Arrangements for Training of Intending Teachers	45
Courses of Instruction for Teachers	48
IX.—AID TO PUPILS AND STUDENTS	49
X.—OPERATION OF SCHEME	49
APPENDICES :—	
1.—Central Schools	50
2.—Scale of Salaries—Elementary Schools	57
3.—Bye-Laws—Employment of Children	62
4.—Luton Modern School—Scheme of Government	66



INTRODUCTION TO THE SCHEME.

GENERAL.

1. GENERAL SURVEY.

The Area of the Bedfordshire Education Authority consists of the Administrative County of Bedford, containing 302,942 acres with a population (census 1911) of 194,588 (now estimated to have increased to 200,000), being 364 to the square mile. Though the smallest County in England, with the exception of Rutland, Hunts, and Middlesex, this population per square mile is equal to, or exceeds that of many counties of larger area. There are no County Boroughs, and therefore the County Education Authority is responsible for Education other than Elementary throughout the County. There are, however, two large Municipal Boroughs, Bedford and Luton, with a population (census 1911) of 39,183 and 49,978 respectively (now estimated at 42,000 and 60,000), both of which are autonomous areas for Part III. of the Education Act, 1902. The other Urban areas are the Borough of Dunstable (8,057), and the Urban Districts of Ampthill, Biggleswade, Kempston, and Leighton Buzzard. With the exception however of Kempston, which is practically a suburb of Bedford, none of these districts can be regarded as exclusively urban in character. Adjoining the Borough of Luton there are certain villages, the inhabitants of which are mostly engaged in the Luton industries, and in consequence of the recent establishment of aircraft works at Henlow and Cardington, a large population of an urban character exists in these localities. Apart from this, the County is mainly agricultural. In the northern and central parts, comprising the basin of the Ouse, the soil is mostly clay of a more or less heavy character, the farm holdings are large, and are mainly devoted to the growth of cereals. Permanent pasture occupies about a quarter of the area. Since the war the tendency to lay further land down to grass has been checked, and some 15,000 additional acres have been brought under the plough. Throughout this area the villages as a rule are small and scattered. To the south of the Ouse valley a long belt of lighter land extends from Potton at the north-east to Woburn at the south-west, which, in many parts, especially on the eastern side, is extremely fertile and well adapted to market gardening, especially in the valley of the Ivel and its tributaries. Potton, Sandy, Biggleswade, and further west, Bedford and Flitwick, are the principal centres of this industry. The land is mostly divided into small holdings, and the villages have as a rule a larger population, which will doubtless increase with the additional housing accommodation which is urgently required.

In the market-garden areas there is considerable employment of women at certain seasons of the year, especially in such occupations as carrot-bunching, pea-picking, onion-weeding, etc.

Industries other than agriculture are, with the exception of the newly-established aerodromes at Henlow and Cardington, mainly centred in the Boroughs of Bedford and Luton. In the former Howard's Agricultural Implement Works and the Queen's Engineering Works employ a large amount of skilled labour, while the latter, in addition to being the centre of the hat industry, contains an increasing number of engineering and other factories.

A special industry in connection with Bedfordshire is that of lace-making, for which the County was formerly famous, but which became almost extinct towards the end of last century. A recent attempt to revive it, towards which a grant is made by the County Council on the recommendation of the Education Committee, has been attended with considerable success.

From the above sketch of the character and occupations of the inhabitants of Bedfordshire, its educational needs would appear to be sufficiently indicated. They do not differ materially from those which obtain throughout the country, except that owing to the existence of two large industrial centres, neither of which enjoys the status of a County Borough, a larger responsibility for the adequate supply of secondary and technical instruction is incurred than in the case of most County Councils.

2. SUMMARY OF EXISTING EDUCATIONAL PROVISION.

(A) Elementary Education.

Premises.

The existing accommodation comprises :—

	Schools	DEPARTMENTS					Recognized Accommodation
		Boys	Girls	Mixed	Infants	Total	
Provided ..	75	5	5	61	26	97	15,189
Non-Provided	65	4	5	58	18	85	9,698
	140	9	10	119	44	182	24,887

The number of scholars on the roll on 1st April, 1920, was 17,310, of whom 1,172 were under five years of age. The average attendance for the year ended 31st March, 1920, was 15,595. In the aggregate there is ample accommodation even after making allowance for the raising of school age, but it is probable that in one or two centres some extension of the accommodation will be necessary.

Teaching Staff. An analysis of the Staffing Schedule for 1st April, 1920, shows that the Local Education Authority makes provision for staffing its schools in the following manner :—

GRADE	No.	Staff Value.
Certificated Head Masters	70	2,450
„ „ Mistresses	104	3,640
„ Asst. Masters	14	840
„ „ Mistresses	71	4,260
Unattached Certificated Masters	3	180
„ „ Mistresses	3	180
Uncertificated Head Mistresses	8	280
„ Asst. Masters	3	105
„ „ Mistresses	157	5,495
Unattached Uncert. Mistress	1	35
Supplementary Mistresses	136	2,720
Sewing Mistress	1	—
Total ..	571	20,185

Instruction in Domestic Subjects may be divided into two types:— Practical Instruction.

- (i.) The instruction given at Domestic Subjects Centres and recognized under Schedule III. of the Code.
- (ii.) Instruction given in a homely way by the ordinary class teacher or some other suitable person.

Of type (i.) there are ten Centres conducted by four fully qualified teachers, and during the year ended 31st March, 1920, 293 girls received instruction for one whole day per week.

There are 18 cases where instruction of type (ii.) is given.

There are four Manual Training Centres with two fully qualified Instructors, and during the year ended 31st March, 1920, instruction was given to 360 boys.

There are 48 School Gardens recognized under Schedule III., and instruction has been given during the last Gardening Year to 712 boys and 31 girls. Instruction in gardening is also given on less formal lines in a number of other schools.

The provisions of the Education (Administrative Provisions) Act, 1907, as to Medical Inspection have been put into operation so far as they impose a duty upon the Local Education Authority; with regard to the powers enabling them to make arrangements for attending to the health and physical condition of scholars, these powers have been exercised in the treatment of defective vision, tonsils and adenoids, and dental treatment. Medical Inspection.

Blind children and deaf and dumb children are placed in specially selected Schools or Institutions in accordance with the provisions of the Elementary Education (Blind and Deaf Children) Act, 1893; mentally defective children are referred to the Committee for the Care of the Mentally Defective. Exceptional Children.

In two districts of the County it has been found necessary to provide conveyances for taking children to school. Conveyance of Children.

School Attendance.

The area of the Local Education Authority is divided into four districts with one School Attendance Officer for each district. The work of the four officers is centralized and co-ordinated in the Education Office. Questions relating to matters of School Attendance are dealt with by a School Attendance Sub-Committee.

Border Children.

Arrangements have been made with the Local Education Authorities for Hertfordshire and Huntingdonshire whereby an agreed amount per child is paid in respect of children from Bedfordshire attending schools in Hertfordshire or Huntingdonshire and children from those areas attending Bedfordshire schools. A somewhat similar arrangement, though on a different basis, has been made with the Local Education Authorities for Cambridgeshire and Buckinghamshire.

Endowments.

The following table gives particulars of sums received by the County Council in respect of Elementary School Endowments. The various parishes are credited with the respective amounts in relief of the Education Rate.

NAME OF PARISH	Amount of Endowment, if fixed	Amount Received 1918-19	Average Amount received for each of the three years ending 31st March, 1919
	£ s. d.	£ s. d.	£ s. d.
Barton	8 10 0	8 10 0	8 10 0
Bolnhurst	Uncertain	—	11 13 4
Cranfield	Uncertain	5 13 7	5 13 8
Dunstable	100 0 0	+	100 0 0
Henlow	Uncertain	50 0 0	50 0 0
Houghton Regis ..	20 0 0	20 0 0	20 0 0
Milton Bryan	Uncertain	—	53 13 4
Pertenhall	Uncertain	—	1 10 0
Ridgmont	21 18 4	21 18 4	21 18 4
Yielden	12 10 0	12 10 0	12 10 0

In addition, there are a number of Endowments the proceeds of which are devoted to School Prizes, School Libraries, Exhibitions, etc.

(B) Education other than Elementary.**Secondary Schools.**

The following is a table of the Public Secondary Schools in the County:—

NAME OF SCHOOL.	Responsible Body.	Estimated Accommodation.	No. of Pupils on 1st June, 1920.
Bedford School (Boys) ...	Bedford Charity ...	895	765
Bedford High School (Girls)	Bedford Charity ...	550	429
Bedford Modern School (Boys)	Bedford Charity ...	660	677
Bedford Modern School (Girls)	Bedford Charity ...	400	485
Dunstable Ashton Grammar School (Boys) ...	School Foundation ...	234	252
Luton Modern School (Boys)	{ Bedfordshire County Council }	315	258
Luton Modern School (Girls)		250	229
	TOTALS ...	3,304	3,095

The Bedford Schools not only provide for the requirements of the town of Bedford, but are largely attended by pupils from outside the Borough, quite a considerable number being boarders. The London and North Western Branch Line from Bletchley to Cambridge traversing the County from south-west to north-east, and the main line of the Midland Railway from the south to the north, together with ancillary branches from Northampton and Hitchin, offer exceptional facilities of access to all residing within reasonable distance of stations on these lines.

The Luton Modern School was established in 1904 by the County Council in agreement with the Luton Town Council, under Sec. 3 of the Education Act, 1902, as a Mixed School for boys and girls; a separate school for girls was opened in September, 1919.

Besides the schools within the area, the Kimbolton Grammar School, in Huntingdonshire, is available for boys in the extreme northern parts of the County, and the Hitchin Grammar School, in Hertfordshire, attracts a considerable number of boys and girls from Biggleswade and other places on the eastern side of the County, where travelling facilities are afforded by the main line of the Great Northern Railway. A number of Bedfordshire pupils attend the Secondary Schools at Aylesbury, Berkhamstead, and Wolverton.

Annual Grants are made by the Local Education Authority to Bedford School, Bedford Modern School for Boys, Bedford Modern School for Girls, Dunstable Ashton Grammar School, and Kimbolton Grammar School.

Education of a continuative nature is carried on by means of:—

Technical
Schools and
Classes.

- (i.) Bedford Evening Institution.
- (ii.) Luton Technical Institution.
- (iii.) Bedford School of Housewifery.
- (iv.) Elementary Evening Schools.
- (v.) Intermediate Evening Schools.
- (vi.) V.A.D. Classes.
- (vii.) Classes for Teachers.

At Bedford and Luton Technical Institutions provision is made for advanced studies in Science, Art, Commerce, Languages, Engineering and Building, together with preparatory classes.

At the Bedford School of Housewifery provision is made for Elementary and Advanced Courses in Cookery, Dressmaking, First Aid, Home Nursing, etc.

The majority of the village Evening Schools are of the Elementary Evening School type, and the subjects of instruction include one or more of the following:—English, Arithmetic, Rural Science, Geography, Civics, Drawing, and Woodwork. In the Urban Centres and in the larger villages Intermediate Evening Schools are established; in addition to preparatory classes these schools provide instruction in Art, Science, Commerce, etc. The Local Education Authority imposes no limitation on the number of such schools, but does everything possible to foster their establishment, subject to suitable arrangements for local management being made.

Classes for Teachers are in the main those which prepare students for examinations which will qualify successful candidates as certificated and uncertificated teachers. Classes for young and inexperienced teachers are held annually during Whitsun week at the Bedford Training College, in order that these young teachers may be afforded the opportunity of becoming acquainted with up-to-date methods and ideas. Other special classes for teachers are arranged from time to time as appears desirable.

Grants are made annually to :—

- (i.) Bedfordshire Lace Committee;
- (ii.) Bedfordshire Rural Nursing Association;
- (iii.) Flitwick and District Nursing Association.

The Local Education Authority provides reasonable facilities for candidates resident in the area who desire to sit for examinations in Science, Art, and Technology, conducted by the Board of Education, the Royal Society of Arts, the City and Guilds of London Institute, etc., and for the examinations conducted by the Oxford Delegacy.

Scholarships.

The Local Education Authority offers annually for competition the following Scholarships :—

- (1) Five Junior County Scholarships tenable at Secondary Schools approved by the Education Committee. The scholarship consists of the amount of the tuition fees, the cost of the necessary books and appliances, together with travelling expenses and maintenance grants where necessary.
- (2) Twenty Bursaries for intending teachers. Each Bursary provides for tuition fees, books, a maintenance grant of £15 a year, and the cost of travelling where necessary.
- (3) Scholarships for Training in Seamanship (a) for the Royal Navy, or (b) for the Mercantile Marine. In the former case the scholarships provide for the total cost of training, in the latter for free tuition for two years. The number of scholarships is determined by the number of suitable candidates.
- (4) Twenty Scholarships to enable suitable Monitresses to attend, for two years, classes in preparation for the Oxford Senior Local Examination. Each scholarship consists of free tuition, together with necessary books, and where necessary an allowance for travelling.
- (5) Two Engineering Apprenticeships placed at the disposal of the Local Education Authority by the Directors of the Queen's Engineering Works, Bedford. Each apprenticeship consists of a five years' course of instruction in engineering, without premium, at the Queen's Engineering Works, Bedford, and successful candidates are bound to the Company on the terms set forth in the indenture for premium apprentices; they are also eligible for the same privileges and awards as are open to premium apprentices.
- (6) Scholarships to Art Classes in connection with Technical Schools and Classes, each scholarship consisting of free tuition and materials. These scholarships are limited to children attending Elementary Schools at the time of award.

Other available Scholarships are :—

Leaving Scholarships, tenable at places of Higher Education.

Awarding Body.	No.	Value.	Period.	Where Tenable.
Bedfordshire Education Committee	*2	£50 p.a.	3 years	University or other place of approved Higher Education.
Trustees of Bedford Charity :—				
(i.) Bedford School	Variable	Variable	Variable	
(ii.) Bedford Modern School (Boys)	2	£45 & £55	3 years	
(iii.) Bedford High School (Girls)	2	£25 & £35	3 years	
(iv.) Bedford Modern School (Girls)	2	£20 & £30	3 years	
Governors of Dunstable Ashton Grammar School	2	£50 each	3 years	
Trustees of Chew's Charity, Dunstable...	Variable	Variable	3 years	
Trustees of Bigland Charity, Luton ...	*1	£50	1 year (renewable up to a period of 8 years).	University or other place of approved Higher Education.
Cowper Bennett Trust, Bedford	Variable	£40	2—4 years	

* Offered to Pupils at Luton Modern School.

Entrance and Intermediate Scholarships.

Awarding Body.	No.	Value.	Period.	Where Tenable.
Trustees of Bedford Charity :—				
(i.) Bedford School	25—30	£10 to £20	Variable	Bedford School.
(ii.) Bedford Modern School (Boys)	4	Tuition fees	Variable	Bedford Modern School for Boys:
(iii.) Bedford High School ...	3	Tuition fees	Variable	Bedford High School.
(iv.) Bedford Modern School (Girls)	2	Tuition fees	Variable	Bedford Modern School for Girls.

Exhibitions from the Elementary Schools to the Secondary Schools.

Awarding Body.	No.	Value.*	Period.	Where Tenable.
Trustees of Bedford Charity	Variable	Tuition fees, books, etc., and maintenance grants	4 years	Bedford School.
Trustees of Bedford Charity	Variable	Tuition fees, etc., and maintenance grants	4 years	Bedford High School.
Trustees of Bedford Charity	Variable	Tuition fees, etc.	4 years	Bedford Modern School for Boys
Trustees of Bedford Charity	Variable	Tuition fees, etc.	4 years	Bedford Modern School for Girls.
Trustees of Chew's Charity	Variable	Tuition fees	Variable	Dunstable Ashton Grammar School and Luton Modern School.

Free Places in Secondary Schools.

Bedfordshire enjoys peculiar privileges in its facilities for secondary education. All the Secondary Schools in the County are on the Grant List of the Board of Education, and admit Free Place Scholars, as follows :—

School.	Percentage of Free Places.
Bedford School	10
Bedford High School	10
Bedford Modern School (Boys')	20
Bedford Modern School (Girls')	25
Dunstable Ashton Grammar School	25
Luton Modern School (Boys')	25
Luton Modern School (Girls')	25

In addition, Bedfordshire scholars have opportunities for competing for Free Places at Hitchin Grammar School for Boys, Hitchin Grammar School for Girls, and Kimbolton Grammar School.

It is estimated that about 175 scholars in Public Elementary Schools in the County are now annually admitted as Free Placers to these various Secondary Schools.

ADDITIONAL PROVISION CONSIDERED NECESSARY.

(A) Elementary Education.

In addition to the practical instruction given at Central School ^{Practical Instruction.} Classes and at Special Centres, provision will be made for the development of instruction in Domestic Subjects and Gardening so far as circumstances permit.

It will also be necessary to prepare and develop a comprehensive scheme for the teaching of Handwork to be operative in all schools.

Central Schools and Classes will be established in suitable centres ^{Central Schools.} throughout the area over a minimum period of five years.

It will be necessary to provide or allocate staff for the Central Schools ^{Teaching Staff.} as they are developed, and some improvement in the staffing of Elementary Schools will also be necessary.

Additional accommodation may have to be provided at Leagrave ^{Accommodation.} and Dunstable; at Harrowden and Henlow the provision of further accommodation is dependent upon the development of the "works" at those centres.

It will be necessary to provide suitable playgrounds at certain schools.

A suitable scheme of School Libraries is to be established with the ^{School Libraries.} assistance, if possible, of the Carnegie United Kingdom Trust and local endowments.

It is considered desirable that the provisions of Section 13 of the Education Act, 1918, should be supplemented by bye-laws under the ^{Employment of Children.} Employment of Children Act, 1903, Section 1.

It is also necessary to make arrangements for the supervision of employed children.

Provision will be made for the medical treatment of children, which ^{School Medical Service.} may involve the establishment of School Clinics, with the necessary staff.

Provision will be made for the education in Special Schools of physi- ^{Defective and Epileptic Children.} cally and mentally defective children and epileptic children.

One Nursery School is to be established experimentally at Biggles- ^{Nursery Schools.} wade as soon as possible, and others to be provided if, and when, found necessary.

(B) Education other than Elementary.

Further provision of Secondary Schools is needed in the south and ^{Secondary Schools.} east of the County. This will be remedied in the south by the establishment of a Secondary School at Leighton Buzzard, by extensions to Dunstable Ashton Grammar School, and by the ultimate provision of permanent buildings for the Luton Modern School for Girls, which will provide greater accommodation than the existing premises. Further provision for the eastern part of the County will be made by the establishment of a Secondary School at St. Neots, Hunts., by the Hunts. L.E.A., who are acting in co-operation with Beds. L.E.A. in this matter,

Day Continuation Schools.

Day Continuation Schools must be provided at suitable centres throughout the area; they will be closely co-ordinated with the Central Schools to be established.

Supply, Education, & Training of Teachers.

An increased recruitment of teachers of all grades is necessary. Increased opportunities for entry and preliminary training must be provided, and the Bursar system largely supplemented by other schemes based on the Central Schools.

A considerable extension of the provision of Courses of Instruction for Teachers is also essential.

School Medical Service.

In accordance with the provisions of the Education Act, 1918, the School Medical Service must be extended to pupils in Continuation Schools and Secondary Schools provided by the L.E.A.

Aid to Pupils and Students.

The present scholarship scheme is to be extended by the provision of (a) Senior Scholarships, and (b) Maintenance Grants for Free Placers.

3. PRINCIPAL OCCUPATIONS IN THE AREA.

The principal occupations in the Part II. Area are referred to in paragraph 1. In the majority of the industries there is no apprenticeship system, but in the Local Engineering Works the general practice is for a boy to become an apprentice at the age of 16 years, and to sign an indenture covering a period of five years.

Since the last census there has been an increase in the number of persons employed in the straw hat industry at Luton, and in engineering at Luton and Bedford. The engineering firms at Luton express the opinion that they will continue to employ girls on semi-skilled work, such as capstan lathe work, but they seem to have no desire to employ females over the age of 18 years. In Bedford, on the other hand, employers are rapidly dispensing with the services of women and girls.

4. CHANGES IN POPULATION.

The important changes in the child population which have taken place since the last census consist of:—

- (i.) A more or less general depopulation of the rural areas.
- (ii.) A rapid increase in the population of certain centres due to the establishment of new industries or the development of industries already established.

Examples of the first case are to be found in all rural areas, particularly those more remote. The second case is applicable to Dunstable, Leagrave, Henlow, and Cardington.

It is anticipated that the child population of the four last-named places will continue to increase for some considerable time.

Since the last census Bedfordshire has become in respect of Bedford and Luton more industrial, and in both towns there are signs of an extension of the engineering industry. These industries will tend to attract and absorb the labour of an increasing number of young persons from agricultural work, especially in the neighbourhood of the towns. It is also anticipated that there will shortly be established near Luton a factory of a large firm of electrical and illuminating engineers, whose works will give employment to a large number of young persons, and in their lamp working rooms to many females.

There have been established at Cardington the works of Messrs. Short Bros., Ltd., Aeronautical Engineers and Builders, since taken over by the Admiralty. In connection with these works, workmen's houses have been erected, and there are signs of increasing development here.

At Henlow, the Royal Air Force has established a depot covering many acres. The children of the army mechanics and workmen employed at this depot will cause an increase in the "young person" population in this district.

STATISTICAL.

5. (a) It is estimated that the number of children between 5 and 14 years of age resident in the County Part III. Area is as follows:—

Age				No.
5 and under	6	..	..	1,860
6	..	7	..	1,875
7	..	8	..	1,900
8	..	9	..	1,920
9	..	10	..	1,940
10	..	11	..	1,950
11	..	12	..	1,915
12	..	13	..	1,875
13	..	14	..	1,860
				<u>17,095</u>

(b) Of these 17,095 children it is estimated that 17,074 are attending school thus:—

Maintained Public Elementary Schools ..	15,863
Institution Schools (Section 15, Education Act, 1902)	61
Industrial Schools	50
Private Elementary Schools	300
Preparatory Schools	400
Secondary Schools	400
<u>17,074</u>	

(c) The number of children between 5 and 14 years of age resident outside the County Part III. Area who were attending Public Elementary Schools maintained by the Authority on 1st April, 1920, was:—

Residence				No.
Hunts...	..	..	..	26
Herts. . .	..	..	..	69
Bucks...	..	..	..	171
Cambs. . .	..	..	..	32
Northants ..	..	..	..	7
Borough of Bedford..	..	..	..	7
Borough of Luton ..	..	..	..	21
				<u>333</u>

(d) The number of boys and girls under 5 and over 14 years of age in attendance at Public Elementary Schools maintained by the Authority on 1st April, 1920, was :—

				Under 5		Over 14
Boys	..	..	..	614	..	100
Girls..	..	..	..	558	..	175
				<u>1,172</u>	..	<u>275</u>

6. (a) It is estimated that the number of young persons between 14 and 18 years of age resident in the County Part II. Area is as follows :—

			Male		Female		Total
14 and under	15	..	2,050	..	2,060	..	4,110
15	„	16	1,975	..	1,860	..	3,835
16	„	17	2,030	..	1,920	..	3,950
17	„	18	1,950	..	1,920	..	3,870
			<u>8,005</u>	..	<u>7,760</u>	..	<u>15,765</u>

(b) Of these 15,765 young persons, it is estimated that 1,345 are under suitable and efficient full-time instruction, thus :—

	Age		
14 and under 15	..	..	660
15	„ 16	..	385
16	„ 17	..	190
17	„ 18	..	110
		<u>1,345</u>	

ADMINISTRATIVE ARRANGEMENTS.

7. In compliance with the provisions of the Education Act, 1902, the County Council established an Education Committee in accordance with the following scheme, which was approved by the Board of Education on 14th May, 1903.

The Committee shall consist of the following forty-three members :—

The Chairman of the Bedfordshire County Council..	1
The Vice-Chairman of the County Council	1

Appointed by the County Council.

Members of the County Council	30
Persons of experience in Education	2
Persons acquainted with the needs of the various kinds of schools in the area, one being representative of the Secondary Schools in the County, and two being representative of the Elementary Schools	3
Women having experience in the education of girls	2
Persons representing the industrial interests of the County, or of experience in Science, Art, or Literature	3
A person recommended by the Council of the Senate of the University of Cambridge	1
	<u>43</u>

Subject to the restrictions and conditions hereinafter mentioned, all the powers of the County Council relating to education under the Education Act, 1902, are (until the County Council otherwise order), delegated to the Education Committee, except the following powers, namely :—

- (a) Of raising a rate or borrowing money.
- (b) Of appointing a Secretary for Education.
- (c) Of creating any new administrative office.
- (d) Of appointing, or increasing the salaries or emoluments of any officers or servants, other than and except Teachers in Secondary and Elementary Schools, Correspondents of Managers, or Servants engaged in manual labour.
- (e) Of making Bye-laws under the Elementary Education Act, 1870.
- (f) Of charging any expenses incurred with respect to education other than Elementary on any specific parish or parishes. (Sec. 18 (I.) (a)).
- (g) Of crediting any money arising from an endowment and paid to the Council for those purposes of a Public Elementary School for which provision is to be made by the Council in aid of the rate levied for the purposes of Part III. of the Education Act, 1902, in the parish or parishes which, in the opinion of the Council, are served by the school for the purposes of which the sum is paid, or paying the same to the Overseers of the Parish or Parishes in the proportions directed by the Council, to be applied by the Overseers in aid of the Poor Rate levied in the parish (Sec. 13 (2)).
- (h) Of making arrangements with the Council of any County, Borough, District, or Parish, for the exercise by the Council of any powers of the County Council in respect of the management of any school within the area of the County Council. (Sec. 20 (a)).
- (i) Of entering into an agreement with the Council of any non-County Borough or Urban District for the relinquishment by such Council in favour of the County Council of the powers and duties under the Education Act, 1902. (Sec. 20 (b)).

Provided, nevertheless, that the delegation of the aforesaid powers shall be subject to the following restrictions and conditions, viz. ;—

- (a) The Education Committee shall take such steps as will insure at all times the carrying out of the provisions of the scheme for financial control and accounting from time to time in force.
- (b) The Education Committee shall present to the Council quarterly reports of their proceedings in respect of Education, and also an annual report, which shall contain a statement of account of receipts and expenditure for the financial year.
- (c) The Education Committee may at any time report to the Council with respect to any matter which, in their opinion, should be dealt with by the Council instead of exercising the powers delegated to them in relation to such matter.

(d) The Council shall at any time or times have power to intervene and control the proceedings of the Committee without revoking the delegation of powers hereby made, and also to exercise any of the powers of the Act in respect of any matter which in their opinion is urgent.

(e) The Prcess shall be admitted to the meetings of the Education Committee.

The Education Committee has appointed the following standing Sub-Committees :—

Higher Education Sub-Committee.
 Elementary Education Sub-Committee.
 Agricultural Education Sub-Committee.
 Finance Sub-Committee.
 School Attendance Sub-Committee.

Special Sub-Committees are appointed if, and when, necessary to deal with questions requiring special consideration.

The Clerk of the County Council is the Clerk to the Education Committee.

Educational matters are dealt with by a Director of Education, assisted by two Assistant Directors (one for Higher Education and one for Elementary Education) and a suitable staff.

The County Accountant is responsible for matters relating to educational finance.

8. FINANCIAL ARRANGEMENTS.

(a) Elementary Education.

Under Section 18 (1) (c) and (d) of the Education Act, 1902, the Council, except in a few isolated instances, charged three-fourths of the expenses incurred in respect of capital expenditure, loans or rent. In accordance with the provisions of Section 36 of the Education Act, 1918, the County Council has resolved to cancel the previous arrangements and adopt the policy of equal rating.

The County Council has provided a working balance of £15,000. In the first instance £10,000 was raised by loan; subsequently a further sum of £5,000 was raised by rate.

(b) Education other than Elementary.

The whole area of the County (including autonomous Part III. areas) is rated alike for Higher Education purposes.

A Special Higher Education Rate is levied on the parishes in the Borough of Bedford in accordance with an arrangement between the County and Borough Councils, the basis of the calculation of the actual amount to be levied being one-half the net cost of the Bedford Technical Institution.

The Luton Town Council contribute a rate of 1d. in the £ for the purposes of the Luton Modern School,

9. CONTROL OF REGISTRATION OF ATTENDANCES.

Local Managers are held responsible for testing the registration of attendance, and in the Committee's Directions and Regulations for Managers, full instructions are given as to the procedure to be adopted. In addition, the Director of Education and his Assistants make it a practice to check registers on the occasion of their visits to the schools.

Head Teachers are required to submit to the School Attendance Officer a weekly return of school attendance statistics; these returns are examined and checked by the School Attendance Officers, who forward a weekly summary to the Education Office, where a register of the return is kept. In order to establish a check upon these returns, Head Teachers are required to supply direct to the Education Office, at the end of each quarter, a summary of the weekly returns during that quarter; it is thus possible to secure an accurate return to the Board of Education.

10. ORGANIZING STAFF.

For a number of years the Local Education Authority has had an Organizer of School Gardens, but under the proposed scheme of Agricultural Education it is intended to place this work in the hands of the Horticultural Organizer for the County, whose duties include the following :—

- (a) To give courses of instruction to scholars in Central and Continuation Schools.
- (b) To conduct classes of instruction in School Gardening for Teachers.
- (c) To organize and supervise School Gardens and Demonstration Plots in connection therewith.

It is proposed to utilize the services of the Principal of the Bedford School of Housewifery as Organizer of Domestic Subjects.

Such inspection of schools as is necessary for the information of the Local Education Authority, in addition to visits and reports by H.M. Inspector, is carried out by the Director of Education and his Assistants.

11. METHODS OF STIMULATING INTEREST.

The following are some of the methods which have been adopted for stimulating the interest of parents and others :—

- Open Days.
- School Magazines.
- Prize Distributions.
- Speech Days.
- Appointment of parents' representatives as Local Managers.
- Press Articles.

Information as to educational opportunities is disseminated by :—

Advertisements in all the County Papers.

Information sent to the Head Teacher of every school (Elementary and Secondary) in the area with a request to communicate the information to their scholars.

Information sent to all Parish Councils and notices displayed on Parish Notice Boards.

PROPOSED SCHEME.

I.—ELEMENTARY EDUCATION.

1. PROPOSED ORGANIZATION OF ELEMENTARY EDUCATION IN THE AREA.

Practical
Instruction.

(a) A carefully graduated scheme of instruction in "practical subjects" and educational handwork will form part of the curriculum of every school. The scheme will not be uniform throughout all the schools, but will be varied according to differences in organization, accommodation, staffing, etc.

Gardening will be included in the school curriculum wherever possible.

In the larger centres of population, provision will be made for older girls not attending Central Schools or Classes to receive instruction in Domestic Subjects. Similarly, arrangements will be made for older boys to receive instruction in Handicraft.

For children attending Central Schools and Classes, courses of instruction in Gardening and Handicraft for boys and in Domestic Subjects for girls, will form part of the curriculum.

Advanced
Instruction.

(b) It is proposed that all scholars from 12 to 14 years of age, whose attainments are such as to render them capable of deriving benefit from such instruction, shall receive advanced instruction in Central Schools or Classes. In cases of children of exceptional ability, where attendance at a Secondary School is not desired, the age limit for transfer to a Central School will be modified.

As it appears doubtful whether scholars in attendance at Non-Provided Schools can be compelled to attend Central Schools provided by the Local Education Authority or Central Classes in Council Schools, the provision of Central Schools and Classes has been based on a grouping of scholars from Provided and Non-Provided Schools respectively.

There are certain advantages in this arrangement, such as:—

- (i.) All scholars are able to receive religious instruction similar to that provided in the contributory schools.
- (ii.) Provision of additional accommodation is reduced to a minimum by a redistribution of scholars. In view of the rapidly increasing demand for Secondary School education, it is extremely difficult to estimate what accommodation will really be needed in future for Central School purposes; what will probably be required is the provision of more Secondary School accommodation. Moreover, the cost of building at the present time is prohibitive. A scheme which will meet the requirements of a tentative period without the cost of building has, therefore, much to commend it.

- (iii.) The problem of housing Continuation Schools is largely solved, as in many cases there is sufficient accommodation for Continuation School pupils. Having regard to matters of organization, staffing, and discipline, it is desirable that Central and Continuation Schools should be accommodated in the same block of buildings.

On the other hand, the proposals are not the best viewed from the following standpoints :—

- (i.) From a purely educational point of view the arrangement is not the best that could be made.
- (ii.) It will involve the appointment of a greater number of peripatetic teachers than would otherwise be necessary.
- (iii.) In certain centres it may involve the exclusion of scholars under five years of age, unless additional accommodation is provided.
- (iv.) It will involve more staffing changes, especially where a Junior Mixed School (including Infants) is proposed as a result of acquiring the Infants' Department for Central School purposes.

The suggested Centres are given in Appendix I.

- (c) Owing to the probably small number of subnormal and abnormal children in any centre of population in the area, it is not proposed at present to make any special arrangements. Subnormal (dull or backward) and abnormal (stammering, etc.) children.

- (d) In all but the larger centres the organization of the school must be dependent upon the nature of the school premises. In planning new schools in the past, class rooms for 48 scholars have been provided in the larger centres of population, and for 40 scholars in smaller centres. This policy will be continued. Size of Classes.

- (e) In view of the varying conditions in such an area, the organization of departments must be dependent upon local conditions. Organization of Departments.

Except in Boys' Schools, Headmasters will not, as a rule, be appointed to schools with an average attendance under 80. The establishment of Central Schools which will, as a rule, be placed in charge of a Headmaster, will result in the formation of a number of Junior (Mixed) Departments to which Headmistresses will be appointed.

2. TEACHING SERVICE.

- (a) As no change from the present policy as to size of classes is contemplated, the number of teachers is not affected in this way. Size of Classes

The Local Education Authority has never adopted a scale of staffing, but has preferred to deal with each school on its merits, having regard to (i.) premises, and (ii.) the strength or weakness of members of the school staff. This general policy will be continued, except that in the case of Central Schools and schools in Urban areas (except Infants' Schools), it is proposed to establish a staff consisting solely of Certificated Teachers. Where for this purpose such changes are necessary, they will be made as occasion offers. Standard of Staffing.

Having regard to the various types of schools in the area and the necessity even in the smaller schools for a certain minimum number of teachers, the Local Education Authority will be compelled to employ a certain number of teachers other than Certificated Teachers, not merely because of an inadequate supply of fully qualified teachers, but on the ground of reasonable economy. Except in Central Schools and Urban areas, practically the whole of the Assistant Teachers will be women.

Supply
Teachers.

(b) The Local Education Authority has at present in its service seven permanent unattached teachers (three men and four women). This number will be increased as is found necessary.

Teachers for
Practical
Instruction.

(c) The Local Education Authority has in its service at the present time, two whole-time manual instructors and four whole-time teachers of Domestic Subjects, in addition to a number of part-time teachers. It is estimated that, when all the Central Schools are established, about ten additional manual instructors and fifteen additional teachers of Domestic Subjects will be required. These will be appointed as and when necessary, if suitable candidates are available.

Instruction in Gardening will be given by the members of the ordinary school staff, under the supervision of the Horticultural Organizer.

Teachers for
Advanced
Instruction.

Appointments to the staffs of Central Schools and Classes will be limited to (a) graduates of a University in the United Kingdom, (b) teachers of exceptional ability in Elementary Schools, (c) persons with special qualifications other than (a) or (b).

Student
Teachers and
Pupil Teachers.

(d) Student Teachers and Pupil Teachers will be admitted only to schools specially selected as suitable for training purposes, and as a rule not more than two such teachers will be attached to the staff of one school at the same time. It is believed that suitable provision can be made for the training of all such teachers whom the Local Education Authority may appoint.

Teachers'
Library.

(e) A teachers' library is already in course of formation and will shortly be available for use. Constant additions will be made to keep it thoroughly up-to-date, provided that the teachers take advantage of its establishment.

Courses of
Instruction for
Teachers.

In the case of teachers wishing to attend Vacation or other Courses, leave of absence will be granted if and when necessary. (See Higher Education Section for particulars of Courses of Instruction for Teachers.)

Remuneration
of Teachers.

(f) The Local Education Authority has adopted the Scale of Salaries suggested by the Standing Joint Committee on Teachers' Salaries. A copy of the Scale and Regulations will be found in Appendix II.

3. SCHOOL ACCOMMODATION AND EQUIPMENT.

Amalgamation
of Schools, etc.

(a) In order to make better use of existing school buildings, arrangements have been made in a number of cases for the amalgamation of Departments, thus setting free a block of premises for use as a Central School. Details are given in Appendix I.

(b) It has already been pointed out that the aggregate accommodation is adequate, even after making allowance for the raising of the school age. The establishment of Central Schools, will, however, render additional accommodation (including accommodation for practical instruction) necessary in certain Centres. Details of this additional provision will be found in Appendix I. School Accommodation.

(c) At the present time every school has sufficient seating accommodation, but having regard to the scheme for Central Schools, a certain amount of redistribution will be necessary, and in some cases the substitution of desks of modern pattern. The Local Education Authority will be prepared to meet all reasonable requests for the supply of school furniture, including the equipment of Handicraft and Domestic Subjects Centres, and a sum of money will be provided annually for this purpose in the estimates. Furniture, Books, and Apparatus.

It is considered undesirable that the teachers' choice of school publications and apparatus should be greatly restricted or that particular books should be recommended for general use. But in order to assist the Head Teachers in their selection, a library of school publications is established at the Education Office, is kept up-to-date as far as possible, and is always open for inspection; teachers make considerable use of it.

The schedule of stationery and materials supplied to schools has been compiled in consultation and in agreement with teachers representing all types of schools in the area.

Requisitions are submitted by the Head Teacher three times per year, and are examined, and where necessary, amended in the office of the Director of Education if extravagant or unsuitable.

These arrangements have resulted in an adequate supply of materials, except in those instances where, owing to war conditions, it has been impossible to obtain certain materials; it is proposed, therefore, to continue the system which has proved entirely satisfactory.

(d) It has been ascertained that there are 30 centres in which there is only a school library, 27 centres where there is a village library only, 20 centres in which there is both a school library and a village library, and 43 centres in which there is no library. School Libraries.

Comparatively few of these libraries are used to any extent, and quite half of them are not used at all; this is undoubtedly due to the fact that they have been established for a number of years and the books have become unfit for use or unsuitable for the present day reader. In many cases those who previously used a library seem to have lost the habit of reading good literature, and, for this reason alone, a scheme for the provision of libraries centred in and organized from the school, commends itself as one which will carry on the work of the Elementary School in fostering a longing for good literature, and thus influencing the whole village or community.

From the distribution, nature, and extent of the existing libraries, it appears that they cannot be made use of in a general scheme for establishing school libraries, and it is therefore proposed that a central circulating library, supplemented by small permanent reference libraries at a number of schools, should be provided by the Local

Education Authority. Negotiations are proceeding with the Carnegie United Kingdom Trust, who are prepared to make a capital grant for an initial supply of books, boxes, shelving, and accessories, on condition that the grant is administered to the satisfaction of the Trustees. It is also hoped that the Trustees of various educational charities will assist so far as their schemes permit.

Dinner
Children.

(e) In the majority of cases where any number of scholars have their midday meal at school, a room is placed at their disposal, and in some cases a person is specially appointed and paid to exercise supervision over them. Some years ago the Local Education Authority inaugurated a scheme for the provision of hot cocoa to such children; this scheme is working most satisfactorily.

4. SCHOOL ATTENDANCE.

(a) The machinery for ascertaining the number and distribution of children of school age consists of forms showing the number of scholars on the roll, the number of meetings, average attendance, and the number of attendances for every department. These forms are sent weekly by the Head Teacher to the School Attendance Officer, who prepares and submits weekly a summary to the Education Office. From these a monthly return is prepared for the Education Committee.

(b) For school attendance purposes the area is divided into four districts, each in charge of a whole-time School Attendance Officer, whose duties are as follows:—

- (i.) To visit the different schools and villages in the district at least once in every four weeks, and more frequently when special circumstances require it; to enquire into the attendance of scholars; to obtain from the Head Teacher information concerning defaulters; and to pay visits to parents and employers who may require to be warned personally concerning defaulting scholars.
- (ii.) To report to the Director of Education the names and addresses of all children not in attendance at school, who appear, or are reputed to be, defective within the meaning of the Mental Deficiency Act, 1913.
- (iii.) To ascertain what children (if any) of school age are not in attendance at school, with the reason of such non-attendance; and to notify these cases to the Director of Education.
- (iv.) To receive and consider carefully at each week-end the weekly list of defaulters and particulars of attendances from each school, and to issue immediately such notices of warning to parents and others as may be necessary.
- (v.) To report to the Director of Education each week particulars of the statistics of school attendance in the district.
- (vi.) To report to the Director of Education as occasion may require, such particulars respecting the attendance of scholars in Elementary Schools as may be necessary to enable him to report to the Education Committee, and to take steps for dealing, by prosecution or otherwise, with defaulters.

- (vii.) To give evidence in Court in support of prosecutions under the School Attendance Statutes and Bye-laws.
- (viii.) To devote the whole of his (or her) time to the services of the Education Committee; no other employment may be undertaken, except with the written permission of the Education Committee.
- (ix.) To reside in such place as the Education Committee may from time to time appoint.
- (x.) To act generally under the instructions of the Director of Education.
- (xi.) And generally to carry out all such instructions as may be issued from time to time by the Education Committee.

5. CHILDREN IN EXCEPTIONAL CIRCUMSTANCES (Section 21, Education Act, 1918).

At present there appear to be no cases falling in this category, but should any case arise it will be dealt with on its merits.

6. EMPLOYMENT OF SCHOOL CHILDREN.

(a) A copy of the Bye-laws made under Section 13(1) of the Education Act, 1918, and submitted to the Home Office for approval, will be found in Appendix III. Bye-laws.

(b) The supervision of children employed under these Bye-laws will be undertaken by :— Supervision of
Employed
Children.

- (i.) School Attendance Officers.
- (ii.) Police, more especially in enforcing Street Trading Bye-laws.
- (iii.) Inspectors under the Shops Act, more particularly in respect of children employed in connection with shops.

(c) Matters arising in connection with the employment of children in theatrical or other public performances will be dealt with, in the first instance, by the School Attendance Sub-Committee. Children
Employed in
Theatrical
Performances.

7. SCHOOL MEDICAL SERVICE.

- (a) At the present time the School Medical Staff consists of :— Constitution,
Organization, &
Development.
- One School Medical Officer ;
 - One whole-time Dentist ;
 - One whole-time School Nurse, who assists the Dentist.

In order to carry out the duties imposed upon the Local Education Authority by the Education Act, 1918, it is necessary to strengthen this staff by the addition of :—

- One Assistant School Medical Officer ;
- One whole-time Dentist ;
- Five School Nurses, one to assist the second Dentist, the other four to follow up cases of children found to be defective at the medical examinations, to deal with uncleanness amongst children, and to assist at the School Clinics.

Medical Inspection and Treatment.

(b) Arrangements will be made for the routine medical examination of all "entrants," "leavers," and "intermediates," also all "specials," that is children brought forward by the teachers for examination on account of some defect that has been noticed, or children picked out by the School Medical Officer when he inspects the school. A list of all children found to be suffering from defects, with a statement of what the defects are, will be given to the school nurses, who will follow up the cases with a view to the necessary treatment being obtained. All these cases will be re-examined by the School Medical Officer at his next visit to the school to see whether treatment has been satisfactory.

Defective Vision.

The present scheme for the treatment of children suffering from defects of vision by an Ophthalmic Surgeon will be continued. The scheme is that children found to be suffering from defective vision or eye-strain are sent to an Ophthalmic Surgeon, who prescribes glasses or such other treatment as may be necessary. A contract has been made with a local optician, who fits the glasses and supplies them, the prices varying according to the kind of lens required. The Local Education Authority recovers from the parent the whole or part of the cost of the provision of glasses according to his financial circumstances. At the School Medical Officer's next visit to the school the child is examined to see whether the glasses are suitable; if not, the child is sent back to the Ophthalmic Surgeon to have the eyes re-tested.

Dental Treatment.

The present scheme for dental treatment is that all children between 5 and 8 years of age are inspected, and the parents of these needing treatment are notified of the date and time at which treatment can be carried out. A school nurse attends with the dentist to assist generally in the work and to sterilize the instruments. Children will be examined again in the following year to see what further treatment is required. In the Urban districts and larger villages, treatment is carried out in a special centre, but in the smaller villages, treatment is carried out on the school premises.

Tonsils and Adenoids.

Arrangements have been, or will be made, with the local hospitals for treatment of tonsils and adenoids in cases selected by the School Medical Officers.

School Clinics.

School clinics will be set up in each school attendance area at suitable centres, at which skin diseases, ear diseases, and other minor ailments will be attended to under the supervision of the School Medical Officers.

Uncleanliness.

Cases of uncleanliness will be treated by the school nurses at the school clinics, where suitable arrangements will be made for this work. The present procedure will also be kept in force, that is, that leaflets are given to parents instructing them how to keep their children's heads clean. When parents do not keep their children in a satisfactory state, the children are excluded from school, and if not cleansed in a reasonable time, the parents are prosecuted for non-attendance.

Other Medical Supervision.

A list of all children employed in accordance with the Bye-laws for the Employment of Children will be supplied to the School Medical Officer so that he can examine these children when he visits the school, and a record will be kept of their physical condition.

The School Medical Officer will deal, in consultation with the District Medical Officer of Health, with infectious diseases and other matters of common interest.

Head Teachers are requested to include for examination as "specials," all subnormal (dull or backward), abnormal (stammering, short-sighted), and blind, deaf, physically defective, mentally defective, and epileptic children, so that they may be examined, and the School Attendance Officers are asked to notify to the School Medical Officer all such children who are not attending school, so that they may be visited and examined. Suitable cases are notified to the Local Control Authority in accordance with the Mental Deficiency (Notification of Children) Regulations, 1914.

8. SPECIAL SCHOOLS.

Owing to the small number in any one of the following classes of children, the provision of a Special School in the County does not appear to be justified, and arrangements are made with Special Schools already in existence to receive blind children, deaf and dumb children, mentally defective children, and epileptic children. In the case of physically defective children, special arrangements are usually made by the provision of a suitable conveyance to school, and special seating accommodation at school.

9. PROVISION OF MEALS.

Careful enquiries have been made from time to time, and, in 1918, when there was a shortage of fats, an exhaustive enquiry was undertaken concerning the manner in which the school children in the County were being affected by the food problem. This enquiry proved beyond doubt that the children were not adversely affected, but were actually better clothed, better fed, better shod, and in better health than they were in pre-war days.

The School Medical Officer in his Report for the year 1919, states that on the whole the children are in better health than they were before the war, and that the chief change has been a general levelling up of the poorer nourished; this is confirmed by the table of heights and weights, which shows that in most age groups, the children are slightly taller and heavier than in previous averages, and that on the whole the present table records the best heights and weights since medical inspection started in the County. There is no evidence to show that it is necessary to provide meals for children attending school.

10. ORGANIZATION OF PHYSICAL TRAINING, Etc.

It is not proposed to appoint an Organizer of Physical Training and Games in connection with Elementary Schools. The instruction will be given by the ordinary members of the school staff, but in order to ensure that they have opportunities for bringing, and keeping, themselves up-to-date in the subject, Courses of Instruction for Teachers will be regularly held under the direction of a thoroughly competent Instructor. It is possible that in connection with the Central Schools to be established at Bedford and Luton, a whole-time teacher of Physical Training may be appointed.

For the older scholars attending Central Schools, the Committee appreciate the importance of the development of games and inter-school contests; these will be encouraged, and the use of playing fields will be obtained where possible.

The Committee also hope to organize educational visits of school children to places of interest.

11. NURSERY SCHOOLS.

It is proposed to establish a Nursery School at Biggleswade when suitable premises can be obtained. Other such schools will be established if, and when, the Local Education Authority consider desirable, details being submitted to the Board of Education before the schools are set up.

The school will be under the supervision of the School Medical Officer, who will visit at least once a term, and otherwise as occasion requires. He will be assisted by the School Nurse when necessary.

Provision will be made for meals at mid-morning and midday; at present it cannot be stated whether it will be necessary to make further provision. The cost of the food will be recovered from the parent.

12. SCHOOL TERMS.

In accordance with Section 48 (1) of the Education Act, 1918, the Local Education Authority have decided that for the purposes of Section 9 (1) of the Education Act, 1918, the 31st August, 31st December, and 31st March, shall be the ends of the School Terms, but ordinary holidays are not to be considered part of the School Terms.

With regard to the admission of children during School Terms, the Local Authority have adopted the following regulation:

"A child who has not previously attended School and has not reached the age of compulsory attendance under the Bye-Laws, and who would, but for this regulation be eligible for admission, may be refused admission by any Public Elementary School in the area of the County except at the commencement of a School Term."

II.—CO-ORDINATION OF PUBLIC ELEMENTARY SCHOOLS WITH SCHOOLS FORMING PART OF THE SYSTEM OF HIGHER EDUCATION.

1. From the Section dealing with the provision of Continuation Schools (see page 38) it will be seen that it is proposed that the work of Elementary Schools shall be very closely associated and co-ordinated with that of the Continuation Schools through the Central Schools.

2. In the past, the proportion of scholars transferred from Elementary Schools in the Part III. Area of the County to Secondary Schools, has been relatively small, and consequently there has been little attempt at co-ordination. But with the rapid and continual growth of the number of ex-elementary school pupils in Secondary Schools owing to the enlarged provision of Free Places, and also to the number of such scholars joining as fee-paying pupils, a much closer association between these schools will be found in future. A reference to page 33 will show that a simultaneous and identical examination for Free Places has been decided upon, with age limits of 10 to 12 years. It is believed that for the present, this examination, together with the examination for Junior County Scholarships, will prove adequate for the purpose of the selection of pupils for Secondary Schools.

III.—SECONDARY SCHOOLS.

1. PROPOSED ORGANIZATION OF SECONDARY EDUCATION IN THE AREA, INCLUDING THE PROVISION TO BE MADE IN SCHOOLS NOT PROVIDED BY THE AUTHORITY.

Statistical
Estimate of
Accommoda-
tion required.

(a) The census of 1911 gives the population of the Administrative County of Bedford as 194,588 persons. The increase during the intercensal period of 1901 to 1911 was 13·3 per cent. for Bedfordshire, and if a similar increase for the present intercensal period is assumed, the number of persons in the Administrative County of Bedford in 1921 would be about 220,468.

Based on the assumption that Secondary School provision should be made for at least 12 per 1,000 of the population, the total provision necessary in 1921 would be approximately 2,650; allowing for growth of population up to 250,000 during the next ten years, accommodation would be needed on this basis for 3,000 places.

The present approved accommodation is 3,304 school places (see page 8), which is equal to 16·6 per 1,000 of the population (1911 census), or 14·7 per 1,000 (estimated population 1921). Of this accommodation the four schools in Bedford provide no less than 2,540 places, which gives an equivalent of 23·8 places per 1,000 of the estimated population in the area reasonably served by these schools. The other schools in the County, all in the south, provide at present only 705 approved places, equal only to 7·5 places per 1,000 of the estimated population in that part of the area, and it is obviously necessary to make further provision. This will be done by:—

	School Places
(i.) A new School at Leighton Buzzard	200
(ii.) The erection of a <i>permanent</i> Girls' School at Luton, giving an increase of at least	150
(iii.) Proposed additions to Dunstable Ashton Grammar School	60

Provision will thus be made for about 11·9 places per 1,000 of the population in the southern part of the area, and a total provision within the area of 3,655 school places, equal to 16·6 per 1,000 (estimated population 1921).

Should further accommodation be found necessary in the south of the County, it will probably be provided by additional places at the Luton Modern School for Boys.

It is understood that Huntingdonshire Local Education Authority is submitting a proposal for the establishment of a Secondary School at St. Neots. The Bedfordshire Education Committee is co-operating in this matter, and the school will provide a considerable number of places for the children residing in the north-east of the County.

The school at Kimbolton (Hunts.) provides accommodation for Bedfordshire boys in the northern part of the County, and the schools at Hitchin (Herts.) provide accommodation for pupils in the east of the County.

The provision of a Secondary School in the eastern part of the County has been carefully considered, but having regard to the facilities of access to the schools at Bedford, Hitchin, and the proposed school at St. Neots, it is felt that such provision is not required at present.

It would, therefore, appear that the accommodation (present and prospective) is considerably above the average provision of the country, and may be regarded as adequate.

(b) A Special Sub-Committee appointed to consider the needs of, and provisions for, the area has met in consultation with :—

Procedure for
ascertaining
local needs.

Governors of the Bedford Charity.

Governors of Dunstable Ashton Grammar School.

Representatives of the Buckinghamshire Local Education Authority.

Representatives of the Huntingdonshire Local Education Authority.

Leighton Buzzard Ratepayers and Parents.

The Sub-Committee has also consulted with F. W. Westaway, Esq., H.M. Inspector of Secondary Schools for the Area, from whom they have received valuable assistance.

(c) Preparatory Departments are attached to :—

Preparatory
Departments.

Bedford School.

Bedford High School.

Bedford Modern School (Boys).

Bedford Modern School (Girls).

Dunstable Ashton Grammar School.

At Luton Modern School, scholars are not admitted until they have attained the age of 10 years.

At present it is not proposed to establish a Preparatory Department in connection with the school to be established at Leighton Buzzard.

(d) All the schools may be said to provide a sound, general education up to the age of 18 years. In the case of Bedford School, pupils have a choice of (a) Classical, (b) Civil and Military, and (c) Engineering Courses.

Types of
Schools.

Advanced Courses of Instruction have been approved by the Board of Education, as follows :—

Advanced
Courses.

Bedford School : (a) Science and Mathematics.

(Boys) (b) Modern Studies.

(c) Classics.

Bedford High School : (a) Science and Mathematics.

(Girls) (b) Modern Studies.

It is understood that the following additional applications for Advanced Courses have been, or will, be made :—

Dunstable Ashton Grammar School :	Science and Mathematics.
Luton Modern School (Boys) :	Science and Mathematics.
Luton Modern School (Girls) :	Modern Studies.

Transfer of
Individual
Scholars.

(e) The Bedford Charity Scheme makes provision for the transfer of suitable pupils from the Bedford Modern Schools to the Bedford School and to the Bedford High School by means of exhibitions. Arrangements are also being made to enable the transfer of pupils to Bedford School and to the Bedford High School from the Modern Schools on the recommendation of the Head Teachers, in order to take advantage of Advanced Courses.

Similar arrangements for the transfer of scholars in schools in the south of the county are in contemplation, if and when Advanced Courses of Instruction are approved.

Rearrangement
of Accommoda-
tion.

(f) Unless the Board of Education are of opinion that some rearrangement of supply is desirable, the Local Education Authority does not intend to submit proposals, especially as the schools for the most part are Foundation Schools.

Co-operation
with other
Authorities.

(g) It is proposed to co-operate with the Local Education Authority for Huntingdonshire in the matter of the provision of a school at St. Neots (Hunts.), the Bedfordshire Local Education Authority having intimated its willingness to make contributions in respect of Bedfordshire children attending the school, though it is not prepared to incur any capital expenditure in connection therewith.

The Local Education Authority has invited and received the co-operation of the Buckinghamshire Local Education Authority in connection with the establishment of a Secondary School at Leighton Buzzard (Beds.), Buckinghamshire undertaking to pay an agreed proportion of the cost of maintaining the school.

Proposals for
Additional
Provision.

(h) The following proposals for additional accommodation are made, the suggestions in each case being in order of urgency :—

(i.) *By the Local Education Authority.*

A new school for boys and girls at Leighton Buzzard with accommodation for 200.

The already projected provision of permanent premises for the Luton Modern School for Girls.

(ii.) *By other Bodies.*

Additional provision for 60 school places by the addition of two classrooms at the Dunstable Ashton Grammar School.

Increased accommodation for teaching in Science and training in Domestic Science is proposed at the Bedford High School. Further boarding and hostel provision at the Bedford Girls' Modern School is also contemplated.

2. ARRANGEMENTS FOR ADMINISTERING THE SCHOOLS.

(a) The methods of regulating the admission of scholars and securing an adequate duration of school life, are as follows :—

**Methods of
Regulating
Admission**

(i.) *Provided Schools.*

Entrance Examinations are held annually for the admission of pupils in September, and only children of suitable educational attainments are admitted. If accommodation is available, pupils may be admitted at other times provided they can, at a special test, satisfy the Headmaster or Headmistress that they have reached the standard necessary for admission.

The parent (or guardian) of each pupil is required to give an undertaking to allow such pupil to remain in regular attendance until the end of the school year in which he (or she) attains the age of 16 years, unless the written permission of the School Governors for earlier withdrawal is obtained.

(ii.) *Foundation Schools.*

In the Harpur Trust Schools success in an Entrance Examination is demanded in all cases, the examination being held terminally. No undertaking to remain a specified period is demanded in the case of any pupil, other than the usual one term's notice for boarders or half-term's notice for day scholars. This also applies to Dunstable Ashton Grammar School, except that a full term's notice is required from all scholars.

At the request of the Local Education Authority, the Heads of the Secondary Schools in the County have considered the desirability of holding a simultaneous and identical Examination for Free Places at Secondary Schools in the Area, and have unanimously resolved to adopt such course as from 1921.

**Free Place
Examination.**

(b) The Articles of Government of the Luton Modern School provide that the Governing Body shall be constituted as follows :—

**Governing
Bodies of
Provided
Schools.**

9 appointed by the County Council, 3 of whom shall be women.

9 appointed by the Luton Town Council, 3 of whom shall be women.

3 co-optative Governors to be co-opted by the above-mentioned 18 Governors.

The management and control of the School are vested in the Governors, who are required to conduct their meetings and business in accordance with the Regulations appended hereto (Appendix IV.).

It is proposed that the Governing Body of the Leighton Buzzard School shall consist of :—

6 appointed by the Beds. County Council, 1 of whom shall be a woman.

4 appointed by the Bucks. County Council, 1 of whom shall be a woman.

2 co-optative Governors appointed by the above-mentioned 10 Governors.

It is anticipated that the relation to the Local Education Authority will be practically the same as in the case of Luton Modern School.

Non-Provided
Schools.

(c) The Local Education Authority regards the following Non-Provided Schools as part of the local system of Secondary Education :—

Bedford School.
Bedford Modern School for Boys.
Bedford High School for Girls.
Bedford Modern School for Girls.
Dunstable Ashton Grammar School.
Kimbolton Grammar School.
Hitchin Grammar School (Boys).
Hitchin Grammar School (Girls).

The Local Education Authority is entitled to appoint Governors as follows :—

Bedford Charity: 3 representatives.
Dunstable Ashton Grammar School: 3 representatives.

Financial aid has been given to Non-Provided Schools in the form of annual grants to the following Schools :—

Bedford School.
Bedford Modern School for Boys.
Bedford Modern School for Girls.
Dunstable Ashton Grammar School.
Kimbolton Grammar School.

The conditions attaching to the payment of these grants are that an audited financial statement with annual estimates is submitted to the Local Education Authority, and that the School is regarded by the Board of Education as efficient.

It is contemplated that the amount of grant will have to be increased, and that the Bedford High School will be added to the list.

(d) Scale of Fees.

SCHOOL	Entrance Fee	FEES		REMARKS
		Day Pupils	Boarders	
		PER TERM.	PER TERM.	
BEDFORD SCHOOL ...	£2	Under 10 ... £3 17s. 0d.	Under 10 ...	The fees include payment for tuition in all subjects taken during ordinary school hours, stationery and ordinary games.
		Over 10 ... £5 19s. 0d.	Over 10 ...	
		Over 12 ... £8 1s. 0d.	Over 12 ...	
BEDFORD BOYS' MODERN	£1	Under 17 ... £2 6s. 8d.	Boarding Fee £20 per term in addition to tuition fees.	The "School Subscription" varies from 1/- to 3/6 per term, and includes ordinary games, gymnasium, and School Magazine.
		Over 17 ... £3 6s. 8d. (This fee includes stationery but not books and mathematical instruments.)		
BEDFORD HIGH SCHOOL...	£1	Under 10 ... £3 17s. 0d.	£63 per annum in addition to tuition fees	These fees include the charges for stationery and games' subscription.
		Over 10 ... £4 18s. 0d.		
		Over 12 ... £6 6s. 0d.		
BEDFORD GIRLS' MODERN	£1	Under 12 ... £1 6s. 8d.	£16 18s. 4d. per term in addition to tuition fees	
		Over 12 ... £2 0s. 0d.		
DUNSTABLE ASHTON GRAMMAR ...	—	£10 per annum	£50 per annum	These charges include stationery and chemicals.
LEIGHTON BUZZARD ... (Proposed School)	—	£2 10s. 0d.	—	These charges include stationery and games, but no books.
LUTON MODERN ... (Boys and Girls)	—	£3	—	This fee includes the supply of all necessary books and stationery and games' fee.

3. AID TO PUPILS. (See Section IX.)

4. REMUNERATION OF TEACHERS.

The whole question of the remuneration of teachers in Secondary Schools is under consideration, and the Local Education Authority is awaiting the Report of the Standing Committee recently set up by the President of the Board of Education.

IV.—CONTINUATION SCHOOLS.

1. CONTINUATION SCHOOLS ON THE BASIS OF VOLUNTARY ATTENDANCE.

As the result of enquiries and information received, it is clearly evident that it is impossible to establish a general system of Day Continuation Schools on the basis of voluntary attendance. The only probable activities in such direction would be Works' Schools conducted on the employer's premises, as proposed by Vauxhall Motors, and G. Kent, Ltd., both of Luton.

Pending the operation of Section 10 of the Education Act, 1918, the present system of Evening Continuation Schools and Technical Classes will be maintained.

2. PROPOSED ORGANIZATION OF STATUTORY CONTINUATION SCHOOL SYSTEM. (Education Act, 1918. Section 10.)

(a) A reference to page 16 shows that there are approximately 8,000 young persons between 14 and 16 years of age resident in the Part II. Area, and of these, 1,045 are receiving suitable and efficient full-time instruction. From these figures it would appear that approximately 3,475 pupils would be admitted to the Continuation Schools each year, with a fairly even division between the sexes, but the operation of certain Sections of the Education Act, 1918, such as Section 2 (i.) (Central Schools), Section 4 (iv.), and Section 10 (3) (ii.), may influence these figures, and it is, therefore, difficult to estimate closely the annual number of admissions. Approximate Numbers.

(b) For the present, proposals are submitted only for young persons between 14 and 16 years of age. This policy is in agreement with the views expressed by the Departmental Committee on Juvenile Education in relation to Employment after the War. On page 16 of their Report it is stated:— Courses of Instruction.

“What is to be taught in Continuation Classes? Obviously that is the question to which no complete and final answer can be given in advance. There is much garnered experience of Evening Schools to draw upon, but the new conditions in many respects will be different from those of Evening Schools, and the Continuation Schools will have to supplement and revise that experience for themselves as they develop.”

Proposals as to curriculum for young persons from 16 to 18 years of age will depend very largely upon the experience gained during the first seven years; definite proposals on this point will be submitted as the time approaches for action.

It is proposed that the Continuation Classes should give a general and not a technical education, but they may with advantage from the very beginning have something of a vocational bias.

To be Continuation Schools in character, as well as in name, it is essential that the Courses of Instruction should follow without a break those of the Central Schools. As pointed out on page 29, it is therefore intended to associate, as far as possible, the work of the Continuation Schools with the work of Central Schools and Classes. It is believed that in the majority of cases it will be possible to provide accommodation for both schools in the same block of premises or in adjacent premises; they will be supervised by the same Head Teacher and taught by the same staff. In normal cases, therefore, no question of selection of school will arise, as attendance from 14 to 16 years of age will be at the same centre as from 12 to 14 years of age; moreover, the fact that the Central Schools in the Area will be established on the grouping of Provided and Non-Provided Schools respectively will probably make all the provision necessary for giving effect to Section 10 (9) of the Act.

Although closely associated with the Central School, the Continuation School will present certain marked differences, such as—

- (a) Slower progress of pupils due to fewer hours of instruction and comparatively long intervals (one week) between attendances.
- (b) A curriculum necessarily more limited.
- (c) A greater amount of individual work.

For these and other reasons a tripartite curriculum on the following lines seems desirable :—

1. General subjects to fit the pupils better to fulfil the duties of citizenship.
2. Vocational subjects, including practical subjects, to make better equipped workers.
3. Recreative subjects, to secure the necessary physical and social development.

No marked differentiation in the nature of the Course will be made as between boys and girls. Needlework and other Domestic Subjects (for girls) would replace Woodwork and Gardening (for boys). In the same way little difference will be made in the teaching given to boys and girls of different trades, such differentiation being generally postponed until the end of the seven year period, when young persons over 16 years of age will have to be provided for.

As far as possible, boys and girls following the same occupation will be required to attend the Continuation School on the same day, thus giving the teaching staff the fullest opportunities for utilizing the special interests and knowledge of the pupils and for treating the subjects of instruction as they bear more particularly on the vocation in which the pupils are engaged; thus the treatment will tend to have a vocational setting.

No exceptional difficulties in grading are anticipated, and no special provision is, therefore, considered necessary; the difficulties of this kind which have so handicapped Evening Classes in the past, have mainly arisen from (i.) wide variation in the age of the pupils, and

(ii.) the often marked break between the completion of the Elementary Course and the taking up of an Evening Continuation Course. Neither of these will be effective in the Scheme now contemplated. It is true that the Continuation School pupils will be drawn from two sources, those who have passed direct from the Central School and those who through their lesser attainments have remained in the ordinary Elementary School until 14 years of age. The latter will be exceptional cases and not normal transfers, and it is anticipated that they will be relatively few in number. The difficulties of grading in any case will be no greater than those faced in the previous two years of their school life.

(c) During the first seven years, which may be considered an experimental period, it is proposed to take advantage of the provision of Section 10 (i.) (b) of the Education Act, 1918, which provides that the number of hours for which a young person may be required to attend Continuation Schools in any year shall be two hundred and eighty instead of three hundred and twenty. Attendance will be required normally on one day of seven hours each week for forty weeks in the year. In some rural districts it may be found desirable to secure continued attendance for more than one day per week for a few weeks in the year, in order to liberate pupils from school attendance at periods when their labour would be specially valuable on the land.

Hours of
Attendance.

The above general proposals as to hours of attendance are submitted for the following reasons :—

1. The necessity for provision of additional premises will be obviated in a considerable number of cases.
2. Economy of teaching staff.
3. Proposed co-ordination with Central Schools is rendered easier.
4. It is believed that it will create less friction with employers who would probably prefer that one day only in the week should be disturbed.

(d) Considerable difficulty appears likely to arise in connection with the provision of suitable Instructors in the smaller centres, having regard to the following considerations.

Physical
Training,
(Education Act,
1918, Sec. 3 (1).)

Separate instruction and Instructors will be necessary for the boys and girls. Not more than one hour per day will be devoted to Physical Training, and the instruction in connection with Central School pupils will not necessitate more than one further hour per day. It would appear, therefore, that two alternatives are possible :—

1. The employment of a teacher competent to give instruction in Physical Training and also in other subjects of the school curriculum.
2. The appointment of a part-time Instructor, such as a qualified ex-Service man, the rest of whose time is taken up by some other form of employment outside school.

The latter alternative seems undesirable when it is remembered how much of the corporate life of the School must devolve upon the person responsible for this work. It is obvious from the position held

that such a person should take the lead in school games, societies, and other social activities ; if the further source of income lies outside the school, such a part-time Instructor is not likely to devote the time and interest needed for these largely out-of-school activities.

The choice of a teacher to undertake Physical Training should, therefore, be governed largely by (i.) ability as a Physical Training Instructor ; (ii.) ability to take other school subjects ; (iii.) ability and willingness to take a leading part in the social side of school life.

It is proposed, therefore, except in certain large centres, to arrange for physical training to be given by a member of the school staff who satisfies the above conditions.

At Bedford and Luton it is contemplated that sufficient work will be found in connection with the Central and Continuation Schools to justify the employment of whole-time Instructors.

The general course of Physical Training will be based on the Board's Syllabus for Elementary Schools, with such extensions as are suited to the greater age of the pupils, organized games, etc., occupying a prominent place in the training. Joint utilization of playing-fields and similar accommodation will be rendered possible by the close association of the Continuation School with the Central School.

Size of Schools
and Classes.

(e) From the scheme outlined, it will be evident that the Schools and Classes will be variable in size, according as the Central School is large or small.

Local
Management.

(f) It is proposed that the general scheme of management should be on the same lines as Central Schools, that is to say, representatives of parishes contributing pupils to the school, together with representatives of the Part II. Local Education Authority and of the Minor Local Authority ; it is not suggested that these bodies of Local Managers should be uniform in number, but that the constitution should be determined in each case.

In the case of Bedford and Luton the scheme of management will provide for representatives of (i.) the Part II. Authority ; (ii.) the Part III. Authority ; (iii.) employers ; (iv.) local Labour Organizations.

Co-operation
with
Universities.

(g) For the first seven years of the operation of the Education Act, 1918, there will probably not arise any demand for teaching of University grade in association with the ordinary Continuation School.

General support will be given to any Associations or Branches of Associations which may be formed amongst pupils or staffs of Continuation Schools, and which may desire to utilize the occasional services of University Lecturers.

Enforcement of
Attendance.

(h) An extension of the system used in connection with the Elementary Schools will be adopted. The work of the School Attendance Officers will not necessarily be increased, as they will be relieved from the numerous enquiries they now have to make in connection with the issue of certificates of exemption to scholars in Elementary Schools.

Bedford and Luton, however, will provide entirely new ground, and probably additional officers will be required. The question of the appointment of such additional officers will be dealt with after some experience has been gained as to the amount and cause of non-attendance.

(i) The following classes of "young persons" will not be subject to the obligation to attend Continuation Schools :— Claims for Exemption.

- (i.) Those above the age of 14 years on the Appointed Day.
- (ii.) Those engaged in the sea service.
- (iii.) Those who satisfy the Local Education Authority that they are under suitable and efficient full-time or part-time instruction.
- (iv.) After seven years from the Appointed Day, those above the age of 16 years who have
 - (a) passed matriculation or an equivalent Examination, or
 - (b) satisfy the Local Education Authority that up to the age of 16 years they have been under efficient full-time instruction.

Claims for exemption will be submitted to a School Attendance Sub-Committee, who will require the production of such evidence as is thought necessary to justify the claim.

3. PROPOSALS AS TO ACCOMMODATION AND EQUIPMENT.

As already outlined, accommodation will, as a rule, be provided by the allocation of rooms in the Central School premises. In a number of cases the existing buildings will suffice, but further accommodation will be necessary at some centres, especially at Luton, Dunstable, Kempston, Flitwick, Sandy, and Shefford.

Where possible, existing buildings, such as Village Halls and Sunday School premises, will be used until such time as the general requirements are fairly established.

Any additional premises or accommodation required for Continuation School purposes will be provided by the Local Education Authority, except in the case of Works' Schools.

Special apparatus and equipment will scarcely be necessary in any of the rural centres. The equipment provided for Manual and Domestic Subjects in connection with Central Schools should, by an easy adaptation of time-table, be available for Continuation School pupils.

4. TEACHING STAFF.

The teaching staff will, as a rule, be common to the Central School and the Continuation School, and will be sufficient to supply the needs of both sections. In all but the large centres, the Central and Continuation Schools will be under the control of a Headmaster, with men and women assistants according to the particular requirements. At Bedford and Luton separate schools for boys and girls will be established under the control of Headmasters and Headmistresses respectively.

Specialist teaching will be adopted so far as the total number of the staff will permit. The employment of a staff common to both Central and Continuation School will make a specialist organization both simpler and more efficient.

V.—FURTHER EDUCATION SUPPLEMENTARY TO THAT GIVEN IN ELEMENTARY, SECONDARY, AND CONTINUATION SCHOOLS.

1. JUNIOR FULL-TIME COURSES.

A suggestion for the provision of a Junior Technical School at Luton has been submitted by an Advisory Committee of the Engineering Trades in that Centre. This has been carefully considered by the Local Education Authority, but in view of (i.) the prohibitive cost of the provision and equipment of premises, (ii.) the fact that the Advisory Committee itself expressed its preference for the boy with a good Secondary School training, and (iii.) that a much larger and growing proportion of boys are now receiving Secondary School education than hitherto, they feel that it is not advisable to launch on such a scheme at present.

2. SENIOR PART-TIME COURSES.

The following Institutions may be regarded as providing Senior Part-time Courses planned for students who have left Secondary and Continuation Schools, or who are exempt from attendance at Continuation Schools :—

Bedford Evening Institution	}	Provided by the L.E.A.
Bedford School of Housewifery		
Luton Technical Institution		

Classes for Apprentices provided by :—

W. H. Allen, Son & Co., Ltd., Bedford.
George Kent, Ltd., Luton.
Vauxhall Motors, Ltd., Luton.

It is suggested that the Technical Institutions at Bedford and Luton should continue on the present basis, at any rate for a time, and probably it would be advantageous for them to continue during the first seven years of the establishment of Continuation Schools. The whole future of Continuation School work, as to its nature, extent, and number of pupils, is so uncertain, that it is doubtful whether advantage would be gained at the present time by interfering with existing Institutions. How far the Continuation Schools proper should be linked with a further system of part-time courses, is a question which should be decided only in the light of experience. During the seven years above referred to, the Committees of Management of these Institutions will, doubtless, modify their Courses of Instruction as circumstances suggest, but it appears unwise to abandon schemes which to-day are working well, until it is clearly shown by experience that some drastic modification is necessary.

Similarly, the Bedford School of Housewifery should be retained, though in all probability some changes here will be necessary and others beneficial. At present there does not appear to be so great a demand for Courses of Instruction such as have been provided at this Institution in past years. The services of the Principal of this School will be utilized in a wider capacity as Supervisor of the Domestic Instruction to be given in Central and Continuation Schools. It is also very probable that these premises and the Principal's services will be required in connection with domestic instruction for girls attending Continuation Schools in Bedford. The retention, therefore, of the premises and of the Principal's services appear necessary. The Institution will also be placed under the direct control of the Education Committee as are other Domestic Subjects Centres.

3. TUTORIAL CLASSES, Etc.

Tutorial Classes under the supervision of a University or University College, and classes conducted by the Workers' Educational Association, have been held in the past at Bedford, Luton, and Leagrave, and have been assisted by allowing the use of premises free of cost and by making a grant-in-aid where the work was of a satisfactory nature. This policy will be continued.

4. SPECIAL OR ADVANCED COURSES OUTSIDE THE AREA.

Scholarships to Universities or other approved places of Higher Education, and Scholarships enabling teachers to attend Special Courses of Instruction, are dealt with elsewhere.

Apart from grants to Nursing Associations to enable suitable persons to be trained as Midwives at Institutions outside the Area, there does not appear to be any need for special provision.

The needs of an agricultural community in the direction of scholarships are largely provided for by the Agricultural Education Committee.

Occasionally a request for a Special Course at an Art School or some other similar Institution is received, but these applications are rare, and the Authority considers it advisable to deal with each case on its merits.

5. EDUCATIONAL USES OF LIBRARIES.

With the passing of the Public Libraries Act, 1919, the Carnegie United Kingdom Trust is resuming its activities, and it is extremely probable that the Trustees will make to the Education Committee a capital grant in respect of the supply of books, boxes, shelving, and other accessories. Reference books and books suitable for other persons than school children will form part of this scheme of rural libraries, and through the organization of the various Schools and Institutions, it is hoped that the uses of these and other libraries will be considerably developed.

VI.—SOCIAL AND PHYSICAL TRAINING OF
PUPILS AND STUDENTS ATTENDING EDUCA-
TIONAL INSTITUTIONS OTHER THAN
ELEMENTARY SCHOOLS
(EDUCATION ACT, 1918, SECTION 17).

It would appear that Section 17 of the Education Act, 1918, is intended to apply more particularly to large towns. In a rural area there cannot be the same necessity for such provision as in congested areas of population. It is not intended to take definite action in this direction, except that in appointing teachers to Central and Continuation Schools, preference will be given, other things being equal, to those able and willing to develop the corporate life of the School.

VII.—MEDICAL INSPECTION AND TREATMENT
OF CHILDREN AND YOUNG PERSONS
ATTENDING SECONDARY SCHOOLS
AND CONTINUATION SCHOOLS
(EDUCATION ACT, 1918, SECTION 18).

In Secondary Schools provided by the Local Education Authority, in Continuation Schools, and in Pupil Teacher Centres, a routine medical inspection, that is, a full and complete examination, will be held in respect of the following classes of children and young persons.

- (i.) Those of 12 years of age.
- (ii.) Those of 15 years of age.
- (iii.) "Admissions," unless they have been examined during the previous year, in which case the nature of the examination will depend on the previous medical record.

Arrangements will be made for all pupils in such schools to come under medical supervision by an annual inspection, the character of the examination depending on the previous health record and the state of health since the last examination.

All pupils found suffering from defects will be re-examined to see whether treatment has been obtained and whether it has been satisfactory.

Cases of defective vision, and tonsils and adenoids, will be treated on the same plan as adopted for pupils in Elementary Schools. (See page 26.)

VIII.—SUPPLY, EDUCATION, AND TRAINING OF TEACHERS.

1. PROPOSED ARRANGEMENT FOR RECRUITMENT, PRELIMINARY EDUCATION, AND TRAINING OF INTENDING TEACHERS.

The Secondary Schools are to be regarded as the normal source of supply and education of intending teachers by full-time attendance from the age of twelve years or earlier up to the age of seventeen years, and candidates for the teaching profession will, as far as possible, be drawn from the Secondary Schools and trained on the Bursar-Student Teacher System. During the year of Bursary they will receive free tuition, including books, etc., a maintenance grant of £30 (females £25), and travelling expenses where necessary. As Student Teachers, Males will receive £50 per year, and Females £40 per year. But, as has been pointed out so frequently, whatever may be the merits of this system, it has failed up to the present to produce the requisite numbers, though it is possible that in future, with a constantly increasing proportion of ex-Elementary scholars in Secondary Schools, more of these scholars will wish to enter the teaching profession.

Until such time as the Secondary Schools are able to furnish an adequate number of teachers, it is necessary to adopt supplementary methods which provide an approved avenue of approach to the teaching profession for those who, for various reasons, have not entered a Secondary School by the age of twelve years. Such a supplementary scheme is in no manner to be considered as a substitute for the Bursar system, but as an independent and collateral scheme of somewhat doubtful permanency perhaps, but to be maintained until the supply from the Secondary School source proves entirely adequate.

In Circular 1,124 of the Board of Education, dated 2nd August, 1919, the Board estimate that Local Education Authorities should endeavour to obtain "an annual number of candidates for the teaching profession corresponding roughly to about 10 per cent. of the number of teachers to be employed in the Public Elementary Schools." This calculation allows for :—

- (a) Normal wastage.
- (b) Losses due to the war.
- (c) Additions required for the extension and improvement of education in Elementary Schools, such as the extension of school age, and an increase in the number of children remaining in Elementary Schools after fourteen years of age.
- (d) Raising the proportion of qualified teachers.
- (e) The replacement of teachers withdrawn for other work, such as Nursery Schools, Secondary Schools, and Continuation Schools.

On this 10 per cent. basis, it would appear that the proposed maximum annual output of teachers for the area (including Bedford and Luton) should be approximately as follows :—

County Area	50
Bedford Borough	12
Luton Borough	25
	<hr/>
	87

A small part of this supply will come from the Secondary Schools, though, for the present, it does not seem reasonable to rely upon more than twelve per annum from this source, having regard to the following table giving the number of bursaries awarded in each year since 1910 :—

Year	Bursaries awarded to Pupils from—			Total
	County Area	Bedford Borough	Luton Borough	
1910	8	2	—	5
1911	7	1	1	9
1912	8	4	2	14
1913	5	5	4	14
1914	5	4	2	11
1915	8	4	3	15
1916	9	2	4	15
1917	2	1	—	3
1918	5	1	4	10
1919	3	6	—	9

Possible
Supplementary
Schemes.

Conferences have been held with the Local Education Authorities for Bedford and Luton and with H.M. Inspectors as to which of the following supplementary schemes is best suited to the area :—

- (1) Independent Pupil Teacher Centres with Preparatory Classes.
- (2) Pupil Teacher Centres attached to Central Schools.
- (3) A system of Rural Pupil Teachership.
- (4) An extension and improvement of the system of Monitresses.

It is understood that the Board of Education are opposed to the provision of an independent Pupil Teacher Centre in towns of the size of Bedford and Luton, on the ground that it is merely a substitute for a Secondary School, and might attract scholars who otherwise would attend a Secondary School. Moreover, the accommodation needed for Pupil Teacher Centres with Preparatory Classes would be such that new premises would be necessary, and it seems impracticable at the present time to provide these.

A system of Rural Pupil Teachership does not meet the requirements of the towns. The pupils receive a very restricted academic training, and it is probable that only a small percentage would succeed in passing a qualifying examination, whilst the remainder would be compelled to accept posts as Supplementary Teachers at a comparatively low rate of payment, or else leave the profession.

Although quite a number of Monitresses are able to pass a qualifying examination at the end of a two years' course of study at classes provided by the Committee, the system has many difficulties, such as :—narrow academic training and consequent narrow outlook ; compulsory attendance at Classes on Saturdays, thus considerably reducing their period of recreation ; the number of subjects of instruction is reduced to the lowest minimum in order to concentrate on those few subjects. To make such a scheme satisfactory, the pupils must receive more class instruction, and this at once raises the question of accommodation, as, by meeting on Saturdays only in each week, Elementary School premises are available.

The system which seems to commend itself most, and which it is proposed to adopt, is that of Pupil Teacher Centres attached to Central Schools at Bedford and Luton.

Pupil Teacher
Centres
attached to
Central
Schools.

It should be borne in mind that the supplementary system deals with scholars who have not gained admission to a Secondary School. These will be found mainly in the Central Schools, which will be attended by scholars from twelve to fourteen years of age, who may stay until sixteen years. At the age of fourteen years suitable pupils will be selected as intending teachers, and, where necessary, will receive a maintenance grant. For two years, or until about the age of sixteen, they will continue their education on general lines in a Central School. At the age of sixteen they will definitely become Pupil Teachers for a period of two years, subject to, and in accordance with, the Regulations of the Board of Education. The first year of Pupil Teachership will be entirely educational by continuing their general education in a Special Pupil Teacher Class attached to the Central School at Bedford or Luton, and under the control of the Head Teacher of that school ; whilst in the second year of Pupil Teachership they will follow the same routine as Student Teachers, by spending the greater portion of their time in teaching in Elementary Schools selected for training purposes. Provision will be made for these second year Pupil Teachers and Student Teachers to continue their general education together by attendance on one day per week at the Bedford Training College.

The scheme therefore is analogous to the Bursar-Student Teacher system, and is distinctly economical from the point of view of accommodation, as only one additional classroom will be needed at each Centre.

It is anticipated that the majority of these intending teachers will be girls. The number of boys will probably be so few that to provide the additional accommodation and equipment necessary for them would be proportionately very costly ; it is proposed, therefore, that suitable male candidates should be transferred from the Central Schools to the Secondary Schools even at the late age of fourteen years ; if the instruction at the Central School is on sound lines, it is believed that such boys will take their place in the Secondary Schools without much difficulty.

During the first year of Pupil Teachership an allowance of £30 (males) and £25 (females) will be made ; these amounts will be increased to £50 and £40 respectively in the second year of Pupil Teachership.

Some of the advantages of this scheme are :—

- (a) It allows corporate life of Pupil Teachers without segregation from those who will subsequently enter other employment. The proximity of the Central School furnishes suitable provision for acquaintance with the work of an Elementary School, while the provision made for a Central School will solve many difficulties in the way of games and school clubs in the Pupil Teacher Centre.
- (b) The close association of Elementary School, Central School, and Pupil Teacher Centre will make it easy to arrange for the necessary direction and supervision of the teacher's study, so that she does not come to regard the qualifying examination as the culminating point of her studies. At the same time, the association with the Elementary School should have its effect both on the curriculum and on the teaching methods of the Central and Pupil Teacher Classes. A preliminary trial teaching period could easily be arranged under these circumstances.
- (c) The cookery centre attached to the Central School would render the provision of a midday meal for Pupil Teachers, where necessary, a relatively simple matter. This was frequently a matter of great difficulty in the old independent Pupil Teacher Centre.

The suggested scheme has been approved by the Local Education Authorities for Bedford and Luton, who offer active co-operation.

2. PROVISION OF COURSES OF INSTRUCTION SPECIALLY PLANNED FOR TEACHERS.

From time to time the L.E.A. has provided short full-time and short part-time Courses of Instruction for teachers employed in the County. Too much importance cannot be attached to the provision of such courses, and in view of the provision of new types of schools and the greater demand which will be made for improved teaching, an extensive development of such provision appears necessary. The classes providing instruction for those wishing to qualify as Uncertificated Teachers will be continued, and if sufficient numbers are forthcoming, classes for Teachers wishing to prepare for the Certificate Examination will be established. The Whit-Week Courses held so successfully for a number of years at the Bedford Training College have more than justified their provision, and will be extended. Saturday Classes providing instruction in Physical Training, Geography, Needlework, Handwork, Gardening, etc., will be established, and a system of Maintenance Grants to assist Teachers to attend Summer Courses of Instruction is contemplated.

IX.—AID TO PUPILS AND STUDENTS.

The present system of Scholarships, etc. (see page 10) will be continued, with the following modifications :—

- (a) In cases where a young person is found capable of following successfully a course of study for a University Degree in Honours, but whose circumstances are such that he (she) needs assistance to enable him (her) to follow an approved course of study, the Education Committee will be prepared to consider each case on its merits.
- (b) The number of Bursaries offered annually will be increased if necessary.
- (c) The Regulations governing the award of Junior County Scholarships will be amended by the deletion of the clause which at present limits applications to scholars who are attending Public Elementary Schools.
- (d) Where a candidate has received an award of a Free Place at a Secondary School, but is unable to accept it without financial assistance, the Education Committee will consider applications for such assistance, each case being determined on its merits.

The Local Education Authority's proposals for aiding teachers and intending teachers to attend Educational and Training Courses are given in Section VIII. (see page 48).

X.—OPERATION OF SCHEME.

The provisions contained in this Scheme will be carried out by the Local Education Authority as economic conditions allow, and as and when determined by the Local Education Authority.

H. E. BAINES,
Director of Education.

SHIRE HALL, BEDFORD.
July, 1920.

APPENDIX I.

CENTRAL SCHOOLS AND CLASSES.

I.—COUNCIL SCHOOLS.

CENTRE.	CONTRIBUTORY SCHOOLS.	SUGGESTED ARRANGEMENTS.
1. ARLESEY ..	Arlesey Siding C. Stotfold C. Boys'	It is suggested that Arlesey St. Peter's School (Infants) should be used as a Central School; some additional accommodation may be necessary. The scholars from St. Peter's School would be transferred to Arlesey Siding Infants' School. A part of the Arlesey Siding Mixed School would have to be set aside for the purposes of a Special Subjects Centre.
2. ASPLEY HEATH ..	Aspley Heath C. Aspley Guise C. Eversholt C. Husborne Crawley C. Lidlington C. Marston Moretaine C. Marston Shelton C. Millbrook C. Ridgmont C. Woburn C. Boys' Woburn C. Girls'	<p>This proposal would make provision, if necessary, for the girls of the Stotfold C. of E. School. It is difficult to make separate provision for them, except as a separate class in their own School.</p> <p>It is proposed to use the present Infants' School at Aspley Heath for a Central School, transferring the Infants to the Mixed Department. There is already a Special Subjects Centre in Russell Street, which is rented by the Committee at £13 per annum. A longer lease should be taken out for this.</p> <p>The children from Lidlington, Ridgmont, Marston, and Millbrook would be conveyed by train.</p> <p>This centre has the advantage of a very large school garden.</p> <p>The accommodation for Special Subjects instruction would be severely taxed, and it may be desirable to convert the space between the two wings of the Mixed School into a Special Subjects Centre.</p>

APPENDIX I.—continued.

CENTRE	CONTRIBUTORY SCHOOLS.	SUGGESTED ARRANGEMENTS.
3. BEDFORD ..	.. Great Barford C. Cardington C. Cople C. Eastcotts C. Goldington C. Oakley C. Stevington C. Willington C.	No premises are available ; it will be necessary to provide the same. Negotiations are proceeding with the Bedford Local Education Authority with a view to the joint use of one of the existing Elementary Schools in Bedford as a Central School.
4. BIGGLESWADE ..	.. Biggleswade C. Boys' Biggleswade C. Girls' Langford C.	Either the Boys' or the Girls' School could be used as a Central School, and the other as a Junior Mixed. It will be necessary to retain Standard I. and possibly Standard II. in the present Infants' School, from which all scholars under five years of age must be excluded for the working of this scheme, unless additional accommodation is provided.
5. DUNSTABLE ..	.. Dunstable C. Mixed Dunstable Chiltern Road C. Dunstable Burr St. C. Houghton Regis C. Mixed	No premises are available ; it will be necessary to provide the same.
6. EATON BRAY ..	.. Eaton Bray C. Stanbridge C.	If the present Infants' School is taken for the purpose of a Central School, the present Mixed School can be used as a Junior School, including Infants. There is a good school garden and a small cookery centre, and possibly there would be sufficient accommodation to provide the necessary room for manual instruction,
7. EATON SOCON ..	.. Eaton Socon C.	The only solution here seems to be a Central Class in the School, provision being made for instruction in Special Subjects, either here or possibly at St. Neots.

APPENDIX I.—continued.

CENTRE.	CONTRIBUTORY SCHOOLS.	SUGGESTED ARRANGEMENTS.
8. FLITWICK ..	.. Flitwick C. Harlington C. Maulden C. Steppingley C. Westoning C.	No premises are available, and it will be necessary to provide accommodation.
9. KEMPSTON ..	.. Elstow C. Houghton Conquest C. Kempston C. Boys' Kempston C. Girls' Kempston (Rural) C. Wootton C.	No premises are available, and it will be necessary to provide accommodation. There is plenty of space on the site of the Bedford Road School.
10. KEYSOE ..	.. Bohnhurst C. Keysoe C. Little Staughton C. Thurleigh C.	The classroom at Keysoe would provide sufficient accommodation for the first year, but it is doubtful whether ultimately it will provide all that is necessary. In any case, there is no provision for instruction in Special Subjects.
11. LEIGHTON BUZZARD ..	Eggington C. Leighton Buzzard C. Boys' Leighton Buzzard C. Girls'	These schools might contribute in two years a maximum of 180 scholars to a Central School, but the provision of a Secondary School in Leighton Buzzard will undoubtedly reduce this number. The Institute premises in North Street, which are leased to the Committee, would provide accommodation, with some little improvement to the premises, for about 150 scholars, in addition to the Special Subjects room. There is a field at the back which would serve as a school garden, and which, under the terms of the lease, the Committee are entitled to use.
12. LUTON ..	.. Caddington C. Hyde C. Leagrave C. Limbury C. Slip End C. Stopsley C. Streatley C.	Suitable premises should be obtained in Luton. The alternative would be to utilize the ground at Leagrave, but it would be inconvenient to bring the children from Hyde and Caddington to Leagrave. Moreover, the proposal to take children from Leagrave rather than to it, will solve for some time the problem of additional accommodation at Leagrave.

CENTRE. CONTRIBUTORY SCHOOLS.

SUGGESTED ARRANGEMENTS.

13. POTTON *Everton C.*
Potton C.
- The following alternatives are possible here :—
 1. To hold a Central Class in Potton Mixed School. This would make no provision for Special Subjects.
 2. To complete the arrangements with the Potton Educational Charity Trustees for the erection of the suggested premises, which would provide all the necessary accommodation.

14. SANDY *Mogerhanger C.*
Sandy C.
- There is no available accommodation for a Central School, and premises, including a Special Subjects Centre, should be provided on the unused portion of the site acquired for the present Council School. There is sufficient land for a school garden.
15. SHEFFORD *Campton C.*
Sheffield C.
Southill C.
- There is no available accommodation, and premises should be provided on the site in front of the present school.

16. SHARNBROOK *Sharnbrook C.*
Souldrop C.
- A very suitable school for a Central Class. There is a good garden and also a small Special Subjects Centre sufficient for the requirements.

17. SHILLINGTON *Gravenhurst C.*
Shillington C.
Stondon C.
- Utilise the present Infants' Department as a Central School and Special Subjects Centre, and transfer the whole of the remaining scholars into a Junior School (Mixed and Infants') under a suitable Headmistress in the present Mixed School.

18. TODDINGTON *Chalton C.*
Sundon C.
Toddington C.
- One of the classrooms in the new Council School might easily be set aside for this class; the remainder of the school would provide sufficient accommodation for the scholars in average attendance.
 A Special Subjects Centre should be provided on the unused portion of the school site at the rear of the school, to be used by the pupils from this Centre and from the Toddington C. of E. Centre.
 There is plenty of ground for a school garden.

In the above scheme no provision is made for the older scholars attending Little Barford and Dean Council Schools. It is probable that these could be accommodated at St. Neots and Kimbolton respectively by arrangement with the Hunts Education Committee.

II.—NON-PROVIDED SCHOOLS.

CENTRE.	CONTRIBUTORY SCHOOLS.	SUGGESTED ARRANGEMENTS.
19. BEDFORD	<p>.. Biddenham C. of E. Bromham C. of E. Clapham C. of E. *Milton Ernest C. of E. Ravensden C. of E. Renhold C. of E. Wilden C. of E.</p>	<p>It might be possible to arrange for the Central School to meet in the premises of a Sunday School. Provision would be needed for Practical Subjects.</p> <p>*To be included in Riseley Central School, if possible.</p>
20. BIGGLESWADE	<p>.. Biggleswade C. of E. Boys' Biggleswade C. of E. Girls' Caldecote C. of E. Dunton C. of E. Sutton C. of E. Old Warden C. of E.</p>	<p>Either the Biggleswade C. of E. Boys' School or the C. of E. Girls' School should be used as a Central School, the other being used as a Junior Mixed School.</p> <p>It would appear that some provision will have to be made for a Special Subjects Centre, as, having regard to the numbers of scholars attending both Central Schools in Biggleswade, the present accommodation at Mead House School (Special Subjects Centre) will be insufficient.</p>
21. CLOPHILL	<p>.. Clophill C. of E. Haynes C. of E.</p>	<p>The Infants' Department at Clophill could be set free by transferring the scholars to Mixed Department. A Central School would require the main Infants' room, with one of the small classrooms as a Special Subjects Centre.</p>
22. CRANFIELD	<p>.. Cranfield C. of E. Salford C. of E.</p>	<p>This would be little more than a Central Class, one of the classrooms in the Mixed School being reserved for the purpose. It should be possible to utilise a second classroom as a Special Subjects room, thus leaving the main room for the Mixed School; if necessary, Standard I. could be retained in the Infants'.</p>

CENTRE.	CONTRIBUTORY SCHOOLS.	SUGGESTED ARRANGEMENTS.
23. DUNSTABLE ..	Dunstable C. of E. Boys' Dunstable C. of E. Girls' Houghton Regis C. of E. Mixed *Kensworth C. of E. *Studham C. of E. Totternhoe C. of E. *Whipsnade C. of E.	It may be possible to convert the C. of E. Infants' School into a Central School, using the present Centre at Chews' School for Practical Instruction. *Scholars from these schools might attend at Markyate by arrangement with the Hertfordshire Education Committee.
24. HARROLD ..	.. Carlton C. of E. Harrold C. of E. Odell C. of E. Pavenham C. of E. Felmersham C. of E. .. Clifton C. of E. Henlow C. of E. Meppershall C. of E.	Use the present Infants' School at Harrold as a Central School, the Infants' being transferred to the Mixed Department.
25. HENLOW ..	26. LEIGHTON BUZZARD ..	The Infants' School at Henlow could be used as a Central School, the Infants being transferred to the present Mixed School. The question of suitable provision for Special Subjects will need consideration.
	Leighton Buzzard .. Leighton Buzzard St. Andrew's Girls' Pulford's Boys' Billington C. of E. Heath C. of E. Hockliffe C. of E.	The Centre could be worked by taking Pulford's School as a Central School, using St. Andrew's as a Junior School for boys and girls. It would mean that St. Andrew's School would be quite full, but the scholars who could not gain admission there would have to be admitted to one of the Council Schools. It would be necessary to convert one of the rooms at Pulford's into a Cookery and Manual Centre, and the provision of a school garden would have to be considered.
27. RISELEY ..	.. Bletsoe C. of E. Melchbourne C. of E. Pertenhall C. of E. Riseley C. of E. Swineshead C. of E. *Yelden C. of E.	The Infants' classroom at Riseley C. of E. School could be used for Central School purposes, the whole of the other scholars at Riseley being accommodated in the main room. Provision would have to be made for a Special Subjects Centre. Accommodation for children from Milton Ernest could possibly be found at this School. *It may be necessary to make arrangements with the Northamptonshire Education Committee regarding the children from this school.

APPENDIX I.—*continued.*

CENTRE.	CONTRIBUTORY SCHOOLS.	SUGGESTED ARRANGEMENTS.
28. SANDY ..	.. Blunham C. of E. .. Northill C. of E. .. Roxton C. of E. .. Sandy C. of E. Boys' .. Sandy C. of E. Girls' .. Tempsford C. of E.	The necessary provision could be made by utilizing the Sandy C. of E. Boys' School as a Central School, and the Sandy C. of E. Girls' School as a Junior Mixed School. One of the classrooms in the Boys' School might be used for a short time as a Special Subjects Centre, but it would be necessary to provide a Special Subjects Centre in connection with the Council Central School, and it is suggested that such Special Subjects Centre should be common to both Central Schools.
29. SILSOE ..	.. Barton C. of E. .. Greenfield C. of E. .. Pulloxhill C. of E. .. Silsoe C. of E.	At Silsoe the Infants' School premises could be used as a Central School and the classroom at the Mixed School be converted into a Special Subjects Centre. The Infants would be transferred to the Mixed School, and, if necessary, the babies class could be accommodated in the small room formerly used as a village club-room, and now used for cookery purposes. This Centre has the advantage of a very large garden.
30. TODDINGTON ..	.. Chalgrave C. of E. .. Milton Bryan C. of E. .. Tingrith C. of E. .. Toddington C. of E.	This Centre could be accommodated in the Toddington C. of E. Infants' School, the scholars from this Department being transferred to the Mixed School, and forming a Junior School. For Domestic Subjects, Woodwork, and possibly Gardening, the pupils would have to go to the Council School Centre.
31. TURVEY ..	.. Stagsden C. of E. .. Turvey C. of E.	Transfer the Infants to the present Mixed Department, and use the Infants' Department for a Central School.

The following Schools are not included in the above Scheme:—

- Colnworth C. of E.
- Amphill C. of E.
- Amphill Wesleyan.
- Podington C. of E. } Arrangements can probably be made with Northants for attendance at Rushden
- Wymington C. of E. } or Wellingborough.
- Wilshamstead C. of E. It is difficult to arrange here. The following alternatives should be considered:—
 1. Use of Wilshamstead Infants' School for the purpose of a Central Class.
 2. Conveyance of scholars to Bedford Centre.
- Wrestlingworth C. of E. Biggleswade seems to be the only available Centre.

APPENDIX II.

SCALE OF SALARIES OF TEACHERS IN ELEMENTARY SCHOOLS.

I.—HEAD TEACHERS.

Grade.	Average Attendance.	Maximum Salary.		Increments.
		Head Masters.	Head Mistresses.	
Ia.	Less than 40	£ 315 s. 0	£ 252 s. 10*	£ 12 s. 10
Ib.	41 to 100	380 0	264 0	12 10
II.	101 to 200	360 0	288 0	12 10
III.	201 to 350	390 0	312 0	12 10
IV.	351 to 500	420 0	336 0	12 10

* Uncertificated Head Mistresses—Maximum £152, or if appointed prior to 1st April, 1914, £162. Increments, £6 per annum.

II.—ASSISTANT TEACHERS.

	Minimum.	Maximum.	Increments.	
	£	£	£	s.
Certificated Masters (Collegiate) ...	160	300	10	0
" " (Non-Collegiate) ...	150	300	10	0
Certificated Mistresses (Collegiate) ...	150	240	10	0
" " (Non-Collegiate) ...	140	240	10	0
Uncertificated Masters ...	100	150 (i.)	6	0
" Mistresses ...	90	140 (ii.)	6	0
Supplementary ...	75	100 (iii.)	5	0

(i.) If appointed prior to 1st April, 1914, £180.

(ii.) " " " £150.

(iii.) In special cases this may be increased to an amount not exceeding £110.

III.—PERMANENT UNATTACHED TEACHERS.

Certificated Teachers will rank as Grade Ib. Head Teachers, and Uncertificated Teachers as Uncertificated Head Teachers for purposes of salary.

IV.—SUPPLY TEACHERS (TEMPORARY).

Temporary Supply Teachers shall receive such salaries as the Education Committee think fit.

V.—TEACHERS OF SPECIAL SUBJECTS.

	Minimum.	Maximum.	Increments.
	£	£	£
Domestic Subjects ...	150	240	10
Handicraft ...	160	300	10

Conditions and Regulations.

1. For the purpose of the Scale a School shall signify either a whole school or any separate department (or departments) under a Head Teacher.

2. The grading and re-grading of every existing school shall be determined by reference to the average attendance calculated on the average of the preceding three financial years.

If such average is found to be below the minimum of the grade within which the school is placed at the time of the first or subsequent grading under this scale, owing to causes beyond the control of the existing Head Teacher, he shall not be thereby prejudiced as regards his grade salary, increments, or maximum.

If such average is found to be above the maximum of the grade in which the school is so placed, the Education Committee may

- (i.) promote the existing Head Teacher to the higher grade; or
- (ii.) at the request of the existing Head Teacher continue him in his post at the same emoluments in respect of salary, increments, and maximum, as if the school had not risen in grade; or
- (iii.) declare a vacancy in the post of Head Teacher and consider the existing Head Teacher in competition with other applicants for appointment to the post.

An average attendance exceeding the recognized accommodation of the school will not necessarily be taken into account.

8. Salaries and increments of Certificated and Uncertificated Teachers will be in accordance with the report of the Standing Joint Committee (Burnham Committee), dated 21st November, 1919. The salaries and increments of Supplementary Teachers will be in accordance with the scale on page 57. Teachers appointed from other areas will not be placed in a better position on the scale than teachers of similar qualifications and experience who are already in the service of the Education Committee.

4. Headmasters will not, as a rule, be appointed to schools with an average attendance under 80.

5. The scale assumes that teachers find their own houses and have no allowances in kind, such as coal or light. Rent for any house provided by the County Council will be deducted from the teacher's salary before it is paid. The amount of rent will be 10 per cent. of the minimum salary of the grade, unless the Education Committee otherwise determine.

6. In filling vacancies for Head Teachers in Council Schools preference will be given, other things being equal, to teachers already serving in schools provided or maintained by the Education Committee.

An Assistant Master on his appointment to Head Mastership or a Head Master on his promotion to a higher grade, shall have his existing salary increased by a promotion increment of £20 per grade.

An Assistant Mistress on her appointment to Head Mistress-ship, or a Head Mistress on her promotion to a higher grade, shall have her existing salary increased by a promotion increment of £15 per grade.

An Assistant Master or Mistress, on appointment to the headship of a school with an average attendance not exceeding 40, shall have his or her existing salary increased by a promotion increment of £10.

On promotion to a School in Grade I. the Head Master of a school, with an average attendance not exceeding 40, shall have his existing salary increased by £10, and the Head Mistress of such a school shall have her existing salary increased by £5. Promotion to a higher grade shall involve a further promotion increment of £20 or, in case of a woman, of £15 per grade.

An Uncertificated Teacher on appointment as a Head Teacher shall have his or her existing salary increased by £10.

7. Teachers in Council Schools are required, as a condition of their appointment, to take duty on supply service in other schools in the County when the school to which they are specifically appointed is closed for any cause except normal holidays. In addition to their ordinary payment they will receive additional remuneration as follows:—

- (i.) Where the school is not more than three miles from the school in which engaged, or from the teacher's home, a sum of 10s. per week in the case of Assistants, and of 15s. per week in the case of Head Teachers.
- (ii.) Where the school is more than three miles but not more than ten miles from the school in which engaged, or from the teacher's home, a sum of £1 per week in the case of Assistants, and £1 5s. per week in the case of Head Teachers.
- (iii.) Where the school is more than ten miles from the school in which engaged, or from the teacher's home, a sum of £1 10s. per week in the case of Assistants, and of £1 15s. per week in the case of Head Teachers.

For the purpose of this Regulation, the term Head Teacher includes an Assistant Teacher acting temporarily as Head Teacher.

8. Managers of Voluntary Schools are recommended to make it a condition of appointment of new teachers that they shall be required to take duty on supply service in other schools in the County when the school to which they are appointed is closed for any cause except holidays, such teachers receiving extra remuneration as specified in the foregoing clause relating to Council Schools.

9. Managers are empowered to grant, at their discretion, leave of absence for a period not exceeding one week. If a teacher be absent from duty from any other cause than illness, without having obtained the previous permission of the Managers, a deduction may be made for every day during which such absence continues. In case of absence through continued illness, the Committee will determine in each case what amount of salary (if any) shall be paid.

10. In the case of teachers who are insured persons under the National Insurance Act, 1911, there shall be deducted from the payments of salary made during illness, such sums as shall be equal in amount to the sums receivable by such persons under the National Insurance Act, 1911, so that the total amount of sick pay receivable by any teacher under the combined operation of the Regulations and of the National Insurance Act, 1911, shall not at any time exceed the amount receivable by a teacher if he or she were not entitled to benefit under the Act.

11. Medical Certificates must be produced if and when required in case of absence through illness.

12. A married woman teacher who is expecting to be confined shall be required to give to the Director of Education not less than three months' notice of the probable date of her confinement, and to absent herself from school for a period of not less than four weeks before such date, and to remain absent for a period of not less than four weeks after confinement, a period of at least eight weeks' absence being compulsory; during her absence she will be paid one half of her salary for a period not exceeding eight weeks.

13. Assistant Teachers, who during the absence of the Head Teacher have been placed in charge, shall during the time they act as Head Teachers receive additional remuneration at the rate of £20 per annum, provided that no claim will be considered in respect of a period of less than fourteen days.

14. In cases where schools are temporarily understaffed, the Education Committee may grant extra remuneration to those teachers who have been called upon to perform additional duties on this account. The amount of the extra remuneration to be paid will be decided by the Education Committee after consideration of each case, but in no instance will such payment be made for a period of less than one month.

15. It must be clearly understood that increases of salary will be at the discretion of the Education Committee, but no increment will be withheld in respect of any year unless the service for that year has been declared unsatisfactory by the Education Committee, but the effect of this shall be limited to one year unless the Education Committee otherwise determine. Normal increments will take effect as from 1st April in each year, but no teacher will be entitled to a normal increment unless he or she has completed a full year of service in the capacity in which then engaged.

16. The agreement as to employment to be entered into between the Education Committee and the Teacher shall provide that his salary shall be £ per annum (that is the salary agreed upon on his acceptance of his appointment), or such greater sum as shall from time to time be fixed by the Education Committee.

MONITRESSES.

The scale of salaries for Monitresses and the regulations governing the same are as follows :—

					£	s.	d.
First year	...	...	...	...	10	0	0
Second year	...	...	...	...	12	10	0
Third year	...	...	...	...	16	0	0
Fourth and subsequent years...	...	...	...	...	20	0	0

The salaries of the above scale will be increased by £3 per annum in the case of Monitresses not holding Scholarships who are undertaking an approved Course of Study for some Examination, which, if passed, will qualify them as Uncertificated Teachers.

The salaries of the above scale will be increased by £10 per annum in the case of Monitresses who pass, before attaining the age of 18 years, an examination which will ultimately qualify them as Uncertificated Teachers.

Increments will take effect as from 1st April. Monitresses appointed before 1st October will receive an increment on the following 1st April unless the Education Committee otherwise determine.

APPENDIX III.

EMPLOYMENT OF CHILDREN ACT, 1903. EDUCATION ACT, 1918.

BYE-LAWS made by the County Council of the Administrative County of Bedford, acting as the Local Education Authority for the said County (exclusive of the Boroughs of Bedford and Luton).

Definitions.

In the construction of these Bye-Laws:—

(1) The expression “Local Education Authority” means the County Council of the Administrative County of Bedford, acting as the Local Education Authority for the purposes of Part III. of the Education Act, 1902.

(2) The expression “Industrial Work” means any work in which manual labour is exercised by way of trade or for purposes of gain in making, altering, repairing, ornamenting, finishing, adapting for sale or cleaning any article.

(3) The expression “Child” means a person under the age of fourteen years.

(4) The expressions “Employ” and “Employment” shall have the meaning assigned to them by the Education Act, 1918, section 48 (2), viz.:—

“Employ” and “Employment,” used in reference to a child, include employment in any labour exercised by way of trade or for purposes of gain, whether the gain be to the child or to any other person.

(5) The expression “Street Trading” shall have the meaning assigned to it by the Employment of Children Act, 1903, section 18, viz.:—

“Street Trading” includes the hawking of newspapers, matches, flowers and other articles, playing, singing or performing for profit, shoe-blackening, and any other like occupation carried on in streets or public places.

I.—Prohibited Employment.

1. No child shall be employed in any of the following occupations:—

- (a) As a lather boy or in similar occupations in a barber's or hair-dresser's shop.
- (b) In selling programmes or refreshments, or in taking checks or tickets, or in shifting scenery in any theatre, cinematograph hall or place of public entertainment.

- (c) As an attendant or assistant in any shop or hall used for the purpose of public amusement by means of automatic machines, mutoscopes, shooting ranges, games of chance or skill, and similar devices.
- (d) As a marker or attendant in any billiard or bagatelle saloon.
- (e) As a kitchen boy in any hotel, cookshop or refreshment house.
- (f) In or in connection with the sale of intoxicating liquors, except in cases where such liquors are sold exclusively in sealed vessels.
- (g) In collecting or sorting rags or refuse.

II.—Regulation of Hours of Employment.*

2. Save as provided by Bye-Law 7, no child shall be employed on school days, except for a period of not more than two hours between 5 p.m. and 8 p.m.

3. No child shall be employed on any week-day when school is not open, for more than five hours, or before 7 a.m. or after 8 p.m.

4. On Saturdays in school term the five hours of employment shall be so arranged that every child shall be free for rest and recreation for a continuous period of not less than five hours between 7 a.m. and 8 p.m.

5. In any week in which the school is open for five days no child shall be employed more than 17 hours. In any week in which school is not open no child shall be employed for more than 32 hours.

6. No child shall be regularly employed in any of the following occupations:—

The sale or delivery of newspapers or milk, or in carrying or delivering goods or parcels, or in, or in connection with any shop or stall, or in any coal yard, or in industrial work at home, except subject to the following conditions:—

- (i.) The employer shall send a written notification to the Local Education Authority stating his own name and address, and the name, address, and date of birth of the child, the occupation in which and the place at which the child is employed and the times at which the child is employed. Such notice shall be sent before the 31st day of January, 1921, or in case of a child not so employed till after that date within 24 hours after the employment begins. The employer shall send to the Local Education Authority on the first day of January and the first day of July in every year, a list showing the same particulars in respect of each child then employed by him.
- (ii.) The Authority shall issue to each child, in respect of whom such notice is given, a card called in these Bye-Laws an "Employment Card," and after such card is issued, no such child shall be employed unless he has such card with him. He shall produce the card for inspection if, and when, required by any Officer of the Local Education Authority, authorised in writing by such Authority.

* NOTE.—No child may be employed on Sundays for more than two hours (Education Act, 1918, Section 13 (1).)

- (iii.) The Authority shall cause to be entered on the Employment Card the name and address of the child, and the hours between which the employment of such child is permitted. The hours so entered shall be such as the employer may choose, provided they are such as are allowed by Bye-Laws 2, 3, 4, and 5. The hours may be altered by the Authority from time to time, on the application of the employer.
- (iv.) No child to whom an Employment Card has been issued shall be employed except within the hours entered by the Authority on the card.
- (v.) The employer shall keep affixed in a conspicuous position in the place in, or in connection with which the child is employed, a notice showing the name, address and date of birth of the child, the occupation in which, and the precise times within which the child is employed on school days, on Sundays, and on week-days when school is not open.
- (vi.) Within 30 days after these Bye-Laws come into operation, or in the case of a child not so employed until after that date, within 14 days from the date when such employment begins, the child shall obtain from the School Medical Officer a certificate that such employment will not be prejudicial to his health or physical development, and will not render him unfit to obtain the proper benefit from his education, and the certificate must be produced to and endorsed by his employer. No charge will be made for such certificate.

III.—Employment before School.

7. Subject to the conditions of Bye-Law 6, a child between the ages of 12 and 14 may be employed before school for not more than one hour in the delivery of newspapers, or the sale and delivery of milk, provided that such child shall not be employed except between 7 a.m. and 8 a.m. in one of the said occupations, and for not more than one hour between 5 p.m. and 7 p.m. in any occupation. The employer shall provide, free of charge, a waterproof covering approved by the Authority for the use of each child during such time as he may be employed before school hours; and no child shall be employed unless he is wearing adequate clothes and boots at the time of employment.

IV.—Street Trading.

- 8. No girl under 16 shall be employed or engage in street trading.
- 9. No boy under the age of 16 shall be employed or engage in street trading before 7 a.m., or after 8 p.m. on any week-day, or at any time on Sunday.
- 10. No boy under 16 shall be employed or engage in street trading unless furnished with a licence from the Local Education Authority.
- 11. A licence to engage in street trading shall not be refused by the Local Education Authority to any boy under the age of 16 years applying for it, and not prohibited from street trading by these Bye-Laws, except on the following grounds:—

- (a) That the applicant is by reason of physical or mental deficiency unfit to trade in the streets, or

- (b) That he is not regularly attending a Continuation Class as required by Law, or
- (c) That he has not his parents' or guardians' consent to his being so engaged, or
- (d) That his licence has been previously revoked.

12. Licences shall be granted to expire on 31st December in each year.

13. Every licensed person while engaged in street trading shall wear in the appointed way the badge prescribed by the Local Education Authority.

14. No charge shall be made by the Local Education Authority either for the licence or badge, but a deposit of sixpence (to be refunded on the return of the badge) shall be paid on the issue of the badge, provided that the Authority may forego the payment of such deposit when the circumstances of the applicant render it desirable.

15. The Local Authority may suspend or revoke any licence if the holder :—

- (a) Is convicted of any offence.
- (b) Commits a breach of these Bye-Laws.
- (c) Fails to attend regularly at a Continuation Class as required by Law.

V.—Extent of Bye-Laws.

16. These Bye-Laws shall be in force throughout the area of the Administrative County of Bedford, excluding the Boroughs of Bedford and Luton.

APPENDIX IV.

LUTON MODERN SCHOOLS.

Agreement between the Bedfordshire County Council and
the Mayor, Aldermen and Burgesses of the Borough
of Luton.

AN AGREEMENT made this twenty-fourth day of July, 1920, between the BEDFORDSHIRE COUNTY COUNCIL, hereinafter called the "County Council" of the one part, and the MAYOR, ALDERMEN AND BURGESSES OF THE BOROUGH OF LUTON, hereinafter called "the Corporation" of the other part.

WHEREAS by an agreement dated the 9th day of July, 1909, and made between the County Council of the one part and the Corporation (by the name of the "Town Council") of the other part, it was agreed that the County Council and the Corporation should jointly maintain a Secondary School for boys and girls in certain premises in Park Square in the said Borough, the property of the County Council, known as "The Luton Modern School," and which said premises had been erected, equipped and furnished by the County Council for the purposes of a Secondary School and in the said agreement now in recital provision was made for the constitution of a Governing Body of the said school;

AND WHEREAS the County Council have purchased land situate in Alexandra Avenue, in the said Borough, and erected thereon and fully equipped and furnished suitable buildings for the purposes of a Secondary School for girls;

AND WHEREAS it has been agreed between the County Council and the Corporation that the said recited agreement of the 9th day of July, 1909, shall be determined as from the twenty-fourth day of July, 1920;

AND WHEREAS the County Council and the Corporation have agreed to maintain the said schools jointly in manner hereinafter appearing, and are desirous of making provision for the constitution of a permanent Governing Body for the said Schools;

NOW IT IS HEREBY AGREED AS FOLLOWS :—

1. The County Council and the Corporation will jointly maintain a Secondary School for boys in the said premises in Park Square, Luton (being the Luton Modern School aforesaid), which shall hereafter be called "The Luton Modern School for Boys," and also a Secondary School for girls in Alexandra Avenue aforesaid, which shall be called "The Luton Modern School for Girls." The said premises together with the furniture, apparatus and equipment of the Schools, and all future additions thereto and renewals thereof, shall remain the property of the County Council alone.

2. The Schools shall be governed by a Body of Governors in accordance with the Articles of Government set out in the Schedule to this Agreement, which have been approved by both the County Council and the Corporation. No alteration shall be made in the Articles during the continuance of this Agreement, except with the consent of the County Council and the Corporation, provided that either of such Bodies may delegate to their Education Committee the power to give a consent under this provision.

3. After allowing for all grants from the Board of Education and other receipts in respect of the Schools, any balance necessary for the efficient maintenance of the Schools shall be provided in each year, to end 31st March, in the first place by means of contributions from the Corporation equivalent to the amount which would be produced by a rate of one penny in the £ levied on the area of the said Borough for the time being as estimated for the purposes of the Education Act, 1902, which contribution shall be equally divided between the two Schools, and (subject thereto) by contributions from the County Council or by the exercise of their statutory powers in respect of special rates.

4. For the purpose of ascertaining the amounts to be contributed in each year by the County Council and the Corporation towards the maintenance of the Schools as aforesaid, annual estimates shall be prepared by the Governors of the Schools and submitted to and approved by the County Council and the Corporation.

The estimates shall be framed in such a manner that, so far as possible, the ultimate balance to be contributed towards the maintenance of the Schools by the County Council shall not exceed Ten Pounds in respect of each pupil on whose account the Governors estimate that a grant from the Board of Education will be earned in respect of that year.

5. The payments in respect of maintenance to be made by the County Council and the Corporation under the preceding Clauses shall be made to the Governors not later than the 30th day of June in each year.

6. This Agreement may be determined at any time upon three calendar months' notice being given in writing by the County Council or the Corporation, and at the expiration of such notice all the powers and rights of the Governors and all outstanding debts and liabilities (if any) then owing in respect of the Schools shall be transferred to

the County Council, provided that the Corporation shall pay to the County Council such proportion of the penny rate attributable to that part of the then current financial year as shall have expired at the termination of the said notice.

IN WITNESS whereof the County Council and the Corporation have hereunto affixed their Common Seals.

Given under the Common Seal of the Bedfordshire County Council this 16th day of July, 1920, in the presence of

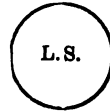
G. C. WALKER,

S. R. WELLS,

the Members of the Council having custody of Keys of the Seal, and in the presence of

W. W. MARKS,

Clerk of the Council.



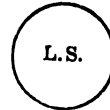
The Common Seal of the Mayor, Aldermen and Burgesses of the Borough of Luton was hereunto affixed in the presence of

ARTHUR B. ATTWOOD,

Mayor.

W. SMITH,

Town Clerk.



SCHEDULE.

ARTICLES OF GOVERNMENT.

The School.

1. (a) The School in Park Square aforesaid, shall be maintained as a Secondary School for boys under the name of "The Luton Modern School for Boys," and the School in Alexandra Avenue aforesaid shall be maintained as a Secondary School for Girls under the name of "The Luton Modern School for Girls." The Schools shall be conducted in accordance with these Articles and in such a manner as to be eligible for recognition by the Board of Education as efficient Secondary Schools.

(b) Provision shall be made in the Schools for the education of boys and girls who intend to become teachers in elementary schools.

Governing Body.

2. (i.) The Governing Body, in these Articles called "the Governors," shall up to and including the 31st day of March, 1922, and subject as hereinafter provided consist of the following persons who have been appointed in manner hereinafter appearing, namely :—

APPOINTED BY THE COUNTY COUNCIL :—

Mrs. Emily Carruthers.
Miss Amy Walmsley.
Mrs. J. A. Whitchurch.
Henry McLean Dymock.
Henry Martin Lindsell.
Rev. Dr. William Brian Somerville Litle.
William Richards Phillips.
John Arnold Whitchurch.
Herbert Owen Williams.

APPOINTED BY THE CORPORATION :—

Harry Arnold.
Stewart Butler Hubbard.
Edwin Oakley.
Walter James Primett.
George Warren.
Albert Wilkinson.
Mrs. H. C. Hyder.
Mrs. A. C. Mahon.
Mrs. A. M. Slatter.

Co-OPTED BY THE EIGHTEEN ABOVE-NAMED GOVERNORS :—

Mrs. Violet G. Lewis.
G. Henry Latchmore.
John Henry Webb.

(ii.) After the 31st day of March, 1922, the Governing Body shall (subject as hereinafter provided) consist of Twenty-one Governors to be appointed as follows, namely :—

Nine Representative Governors by the County Council, of whom three shall be women.

Nine Representative Governors by the Corporation, of whom three shall be women ; and

Three Co-optative Governors, to be co-opted by the Representative Governors.

(iii.) Every Representative Governor to be appointed under these Articles shall be appointed for the term of three years, and shall go out of office on the 31st day of March, 1925, and on the 31st day of March in every third year then following.

(iv.) If in any year the Corporation fail to contribute towards the support of the Schools the proceeds of a rate of one penny in the £ levied over the area for the time being of the said Borough, it shall be lawful for the County Council by resolution passed by a majority of the members present and voting at a Meeting to determine that the Governors appointed by the Corporation shall cease to hold office as Governors and thereupon the said Governors shall cease to hold such office and the remaining Governors shall be the Governing Body for the purposes of these Articles until such time as the County Council shall by resolution passed in the manner aforesaid authorize the appointment of Representative Governors by the Corporation and such appointment shall have been made.

3. The Representative Governors shall, on or before the 21st day of April in the year 1922 and in every third year then following, hold a Meeting for the purpose of appointing the Co-optative Governors, and until such appointment has been made the then existing Co-optative Governors shall remain in office.

4. A retiring Governor whether Representative or Co-optative shall be eligible for appointment or co-option.

5. Any Governor who is adjudicated a bankrupt or who shall become incapacitated to act or shall notify in writing to the Governors a wish to resign or shall for the space of one year be absent from all Meetings shall thereupon cease to be a Governor. The Governors shall cause an entry to be made in their Minute Book of every casual vacancy in their Body.

6. Notice of every casual vacancy in the office of a Representative Governor shall be given as soon as conveniently may be by or under the direction of the Governors to the proper appointing Body, and such Body shall as soon as may be fill the vacancy. The Governor appointed to fill the vacancy shall hold office only for the unexpired residue of the term of office of the Governor in whose place he is appointed.

7. Subject as herein provided there shall be a quorum when Five Governors are present at a Meeting, and every matter shall be determined by a majority of the Governors present and voting on the question. In case of equality of votes the Chairman shall have a second or casting vote.

8. The Governors shall conduct their meetings and business in accordance with the Regulations contained in the Appendix hereto, and may make further regulations (not inconsistent therewith or with these Articles) for the conduct of their meetings and business.

9. The Governors shall make out and render to the Education Committee of the County Council such accounts as shall from time to time be required by the said Committee, and an abstract of the accounts shall in each year be sent to the Board of Education in such form, if any, as is prescribed by the Board for the purpose.

10. The Governors may appoint such Officers as they may deem necessary at such rate of remuneration as they may think fit, subject to the provision in clause 4 of the Agreement as to estimates.

11. The Governors shall pay all Rates and Taxes, and shall keep in repair the buildings of the Schools and the furniture and fittings thereof, and shall insure and keep insured the same against loss or damage by fire in such a sum and in such office as the County Council shall from time to time approve.

Staff.

12. The Head Master (which term hereinafter includes Head Mistress) shall be appointed by the Governors after due public notice of a vacancy or intended vacancy by advertisement in the newspapers and (or) in such other manner as the Governors may consider desirable in order to secure the best candidates.

13. The appointment of Head Master shall be determinable by three calendar months' notice in writing on either side, which may be given on any date, but such notice when given by the Governors shall only be given in pursuance of a resolution of two-thirds of the Governors present and voting at a Meeting duly convened.

14. The Assistant Masters (which term hereinafter includes Assistant Mistresses) shall be appointed by the Governors after consultation with the Head Master.

15. The appointment of an Assistant Master shall be determinable by not less than one calendar month's notice in writing on either side so as to expire on the last day of any School Term, but such notice when given by the Governors shall only be given in pursuance of a resolution passed by a majority of the Governors present and voting at a Meeting of the Governors duly convened.

16. If any difference of opinion arises between the Governors and the Head Master as to the appointment or dismissal of an Assistant Master or the dismissal of the Head Master himself, the Head Master shall have a right to appeal to the Education Committee of the County Council whose decision shall be final.

17. Neither the Head Master nor any Assistant Master shall undertake any other office or employment without the permission of the Governors.

18. Within the limits fixed by these Articles, the Governors shall prescribe the general subjects of instruction, the relative prominence and value to be assigned to each group of subjects, what reports shall be required to be made to them by the Head Master, the arrangements respecting the school terms, vacations and holidays. They shall take general supervision of the sanitary condition of the school buildings and arrangements. Subject to the provision in clause 4 of the Agreement with respect to the submission and approval of estimates, they shall fix the number of Assistant Masters to be employed, the amount to be paid for the purpose of providing and maintaining proper school plant or apparatus, and awarding prizes.

19. The Head Master shall have under his sole control the granting of occasional holidays, the choice of text-books for instruction, methods of teaching, the arrangement of classes and School hours, and generally the internal arrangement, management, and discipline of the School, including the power of expelling pupils or suspending them from attendance thereat, but he shall forthwith report such expulsion to the Governors.

20. No pupil shall be admitted to the Schools under the age of ten years. No pupil shall remain in the Schools after the end of the school year in which the age of eighteen is attained, except with the permission of the Governors, which in special cases may be given, upon the recommendation of the Head Master until the end of the school year in which the age nineteen is attained.

21. (a) The Schools shall be open only to Day pupils, that is to say, pupils residing with parents, guardians or near relations, or in the house of any person (other than a member of the staff) approved by the Governors.

(b) No pupil shall be admitted to the Schools unless he or she is of good character and of sufficient health and has been found fit for admission in an examination under the direction of the Head Master graduated according to the age of the pupil, or as the result of some other examination approved by the Governors for the purpose.

22. Applications for admission to the Schools shall be made to the Head Master, or to some person appointed by the Governors, according to a form to be approved by them and delivered to all applicants.

23. The Head Master or some person appointed by the Governors, shall keep a register of applications for admission, showing the date of every application and of the admission, withdrawal, or rejection of the applicant, and the cause of any rejection and the age of each applicant.

24. No fee, payment, or gratuity shall be received from or on behalf of any pupil in the Schools, except in accordance with Rules for Payments which shall be made by the Governors and approved by the County Council.

Exemptions from Fees.

25. The Rules for payment shall provide for total or partial exemptions from payment of tuition fees or entrance fees, and shall be so drawn as to enable the Schools to comply with any regulations of the Board of Education for the time being in force with respect to the admission without payment of fee of a proportion of pupils from public elementary schools.

Provided that in the award of such exemptions preference shall be given to children resident within the Borough of Luton and the County of Bedford other than the said Borough in the proportion of three-fifths to two-fifths.

General.

26. Any question as to the construction of these Articles or as to the regularity or validity of any acts done or about to be done under them shall be determined conclusively by the County Council.

27. A Copy of these Articles shall be given to every Governor, Head Master and other Teacher upon entry into office.

APPENDIX.**Regulations for Meetings and Conduct of Business.**

1. The Governors shall hold their ordinary Meetings at Luton at least once in each quarter. A Special Meeting may at any time be summoned by the Chairman, and in the event of a refusal by the Chairman to summon a Meeting, a Meeting may be summoned by any three Governors. Not less than four clear days' notice in writing shall be given to each Governor of every Meeting. The notice shall specify the business proposed to be transacted thereat and no business (except business of a nature considered by the Meeting to be urgent) shall be transacted at the Meeting other than that specified in the notice summoning such Meeting. The mode of giving the notice shall be such as the Governors may from time to time prescribe.

2. The Governors shall at the ordinary Meeting held next after the appointment of the Co-optative Members in each triennial period elect one of their number to be Chairman of their Meetings for that triennial period. In case of his death, resignation, or absence, the first business at any Meeting shall be the election of a Chairman of the Governors or of the Meeting as the case may be.

3. Any Resolution of the Governors may be rescinded or varied at a subsequent Meeting if due notice of the intention to rescind or vary has been given in the notice summoning the Meeting.

4. Any Meeting may be adjourned by resolution.

5. The Governors shall provide and keep a Minute Book and Minutes of all the proceedings of the Governors shall be entered therein.



UNIVERSITY OF CALIFORNIA LIBRARY
BERKELEY

Return to desk from which borrowed.
This book is DUE on the last date stamped below.

~~24-100m-7~~
LIBRARY USE

MAR 23 1953

MAR 23 1953 LUT

Photomount
Pamphlet
Binder
Gaylord Bros.
Makers
Stockton, Calif.
PAT. JAN. 21, 1908

YC

697710

LA638

B3A3

UNIVERSITY OF CALIFORNIA LIBRARY

